November 1971

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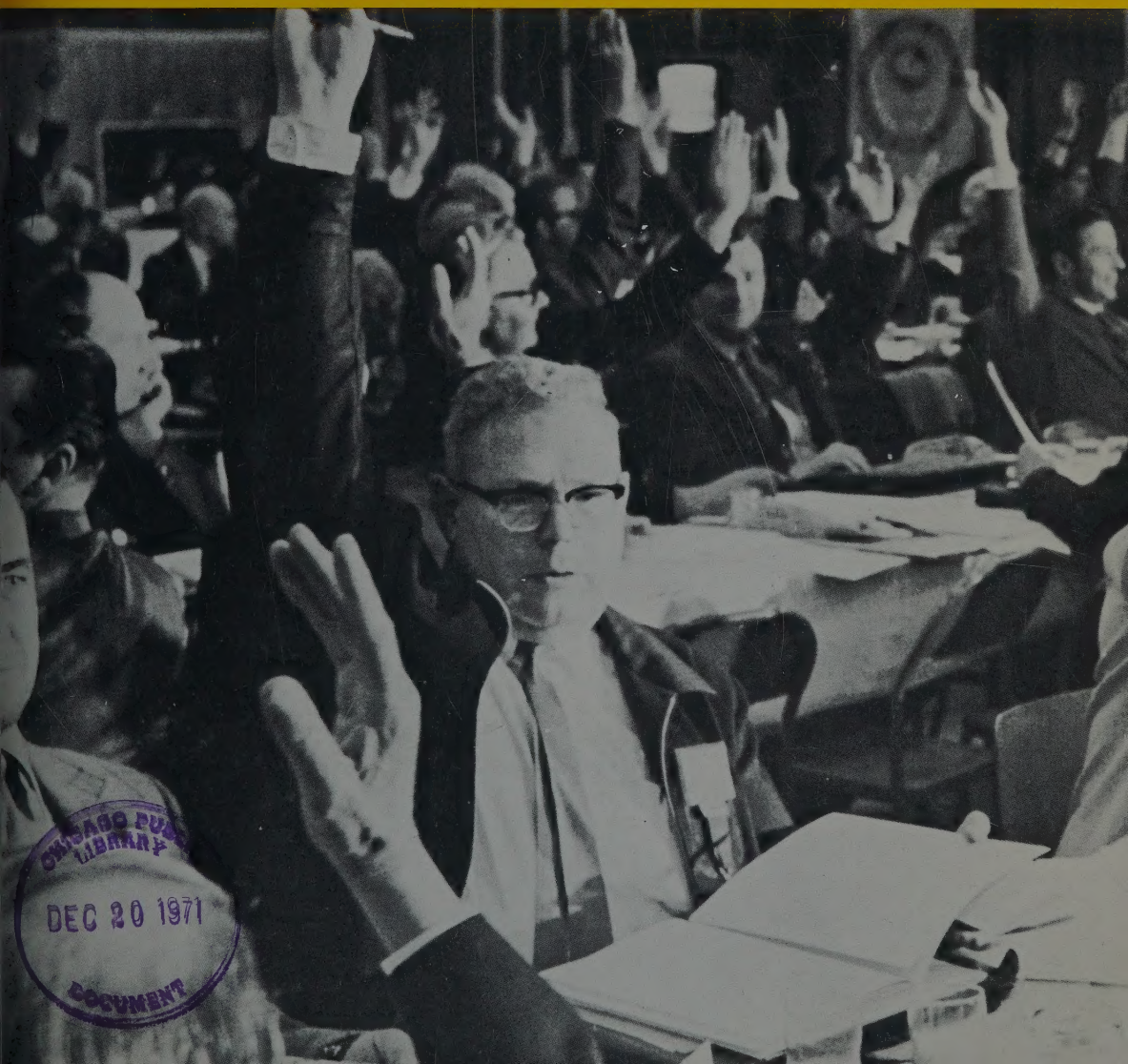
The Labour Gazette



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A generation gap exists in many areas of our society, including the labour movement. The young workers complain that conditions in the workplace are stacked against them. They insist that labour's goals and ideals are stacked against them. They resent being treated as second-class workers and as second-class members of labour. See: "The Coming Youth Revolt in Labour," by Gil Levine, p. 722.

The Labour Gazette

Official Journal
Canada Department of Labour

Vol. 71, No. 11 / November 1971

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News briefs

■ **French-language employees will now be able to work in their own language as part of a year-long experiment that will help the Government assess the viability of the French language unit concept.** A total of 457 units involving about 29,000 employees will be designated; 150 involving roughly 2,500 employees will be using French as the main language for the first time. About 300 of the units, totalling some 26,500 employees, already work in French to varying degrees.

Every assurance is given that employees are not placed at a disadvantage by being included in French-language units. English-speaking employees can work in the units if they are qualified for the job and can do the work in French.

The Government believes that the all-French units will make it possible to utilize more fully the talents of French-speaking employees with little or no knowledge of English. It's main concern was that qualified unilingual employees were being overlooked and a valuable source of manpower wasted. The Government hopes that the experiment will lead to greater equality in career opportunities between English- and French-speaking citizens.

When the year is over, it is expected that the departments and agencies concerned will be asked to report on their experience with the units and to make suggestions.

Pat Conroy

Pat Conroy, Canada's Labour Attaché in Washing-n for the last 20 years, has retired, and Canada has lost e advice of a man singularly attuned to the com-exities of the labour movement. During that tenure, he ed 2,283 dispatches, all of them enlightening, in-ghtful and penetrating, most of them tinged with a y humour, and many of them crackling with a sardo-c aside. Coincidentally, the first of these dispatches alt with "wage and price stabilization," the last with esident Nixon's "new economic program."

t 13 years of age, Mr. Conroy began work in a colliery t in Glasgow, Scotland, and joined the British Miners' ederation. At 20 years of age, he emigrated to Canada d took up work in the coal fields at Drumheller, Alta. is union affiliation was automatically changed to embership in the United Mineworkers of America, and soon became active on its behalf. At the local level, served on numerous mineworkers' committees, ac-iring face-to-face experience in labour-management nflict, and enlarging his knowledge of the interplay socio-economic forces by reading and research ueezed into his spare hours. He became a self-taught pert in labour economics and also achieved a mastery expression that later helped to make him an interna-nal figure in labour circles. He progressed through e key local and district offices to the vice-presidency District 18, UMWA, a position he occupied until 40, when he became vice-president of the then Cana-n Congress of Labour. In the following year, he was cted to the position of secretary-treasurer of the Con-ss and served in that post until he resigned during internal conflict in 1951 (LG 1951, p. 1476).

rly in 1952, he was appointed Labour Attaché in ashington (LG 1952, p. 152), becoming Canada's st labour diplomat. Over the years he applied his past perience and made use of his contacts with top U.S. bour figures to supply the Canadian Government with rewd analyses of complex developments in the U.S. bour movement and their special implications for nada.

nroy's leaving has precipitated many fine tributes. ne of them comes from syndicated columnist and in-strial relations specialist John Herling, who wrote: His pool of wisdom and experience was dipped into, his candid appraisals of the labour scene and personalities were received with respect by Phil Murray, William Green, John L. Lewis, Walter Reuther, George Meany.

"Pat Conroy does not, did not, aim simply to please, but to inform. He gave it to them straight. They took it from him when they might not from another. By them and by innumerable others, less prominent, but equally significant, he has been recognized as the wary watchman of labour's rights and wrongs on both sides of the border."

■ **A long-time employee of the Canada Department of Labour's Legislative Research Branch, Evelyn Woolner has recently retired. Miss Woolner was Assistant Director of the Branch.** A native of North Rustico, Prince Edward Island, Miss Woolner holds a Bachelor of Arts degree from Acadia University and a Master's degree in Arts from McGill University. In 1943, after 10 years of teaching, she came to Ottawa to take a position in the Department of National War Services. She joined the Legislation Branch of the Labour Department in 1945 as a research officer, and was later appointed chief of the Branch's Legislative Research Division. In 1970, the Legislation Branch became the Legislative Research Branch, and Miss Woolner was named Assistant Director. During her tenure with the Branch, Miss Woolner attended several general ILO conferences as a member of the Canadian delegation, and served on the conference committee concerned with the ratification of ILO Conventions and Recommendations by member countries.

■ **Manitoba Court of Queen's Bench has upheld the right of striking television employees to picket the station's advertisers.** The unanimous decision by the three-member panel rejected an appeal by Channel Seven Television Ltd., operators of CJAY-TV, Winnipeg, seeking an injunction against the picketing of business establishments. The union was asking the public not to patronize firms that continue to advertise on the station during the strike.

The Court found the strike lawful, the union's activities peaceful, the information on the picket signs truthful, and that last year's amendment to the Queen's Bench Act prohibited injunctions restraining the exercise of freedom of speech, and that the union had not gone beyond this privilege.

■ The 1970 edition of **Labour Standards in Canada** has been released by the Canada Department of Labour. Issued annually, the Department's publication sets out the minimum standards established by federal and provincial labour laws with respect to compulsory school attendance, minimum age for employment, minimum wages, equal pay for equal work, hours of work, overtime pay, weekly rest-days, annual vacations with pay, public holidays, fair employment practices, notice of individual and group termination of employment, maternity leave, and workmen's compensation. Standards set by labour ordinances in the Yukon Territory and the Northwest Territories are also included.

One section is devoted to changes in labour standards in 1970. Highlights of the year are: the Ontario Women's Equal Employment Opportunity Act, which prohibits discrimination in employment on the grounds of sex, and provides for maternity leave; a comprehensive human rights code in Manitoba; individual and group notice of termination requirements in Ontario; pay for seven public holidays in Manitoba; and increases in minimum wages in nine jurisdictions.

Besides containing information on the substance of labour laws and their effects on a wide field, the book provides a ready comparison of the legislative standards in all Canadian jurisdictions. Available from Information Canada: Catalogue No. L2-7-1970; $1.00

■ **Exceptionally high unemployment among young people has been like a chronic low-grade fever in the Canadian economy for the last 20 years** says a federal report on youth. And, it adds, all indications are that it is getting worse, particularly for young men. **Titled, It's Your Turn . . . A Report to the Secretary of State by the Committee on Youth,** the report states that since 1953, the unemployment rate for males between 14 and 19 in the labour force has been at least twice as high as the national average, 2.3 times as high in 1970. In the same period, the rate for men 20 to 24 years old has been rarely less than 1.4 times greater than the national average and was 1.6 times higher last year. Among young women in the same age bracket, it was 1.13 times the national rate. Equally significant has been the increase in the proportion of each age group that has simply dropped out of the labour market.

Reviewing the factors that influence unemployment among youth, the report says young workers are among the most vulnerable to the effects of government anti-inflation policies. The recommendations made in the report focus on creation of a decentralized version of the existing Opportunities for Youth program.

■ **Percy R. Bengough, Honorary President of t nadian Labour Congress, died in Vancouver on 10 at the age of 89.** Born in London in 188 Bengough dedicated his life to the development labour movement. He first came to Canada as a m of the Amalgamated Society of Engineers of Britain, later joining the International Associat Machinists. He was elected vice-president of the and Labour Congress of Canada in 1931. In 19 was elected president of the TLC, holding office his retirement in 1954. It was since then that h the title of Honorary President.

Bengough was one of the main architects of the m in 1956, of the Trades and Labour Congress of C and the Canadian Congress of Labour that gave bi the Canadian Labour Congress. Mr. Bengough wa one of the founders of the International Confede of Free Trade Unions, as well as a delegate t founding conference of the Interamerican Region bour Organization (ORIT).

In recognition of his services during World War was awarded a CBE, and in 1953 he was awarde degree of Doctor of Laws by St. Francis Xavier U sity as well as the University of British Columbi whose Board of Governors he served for a numb years.

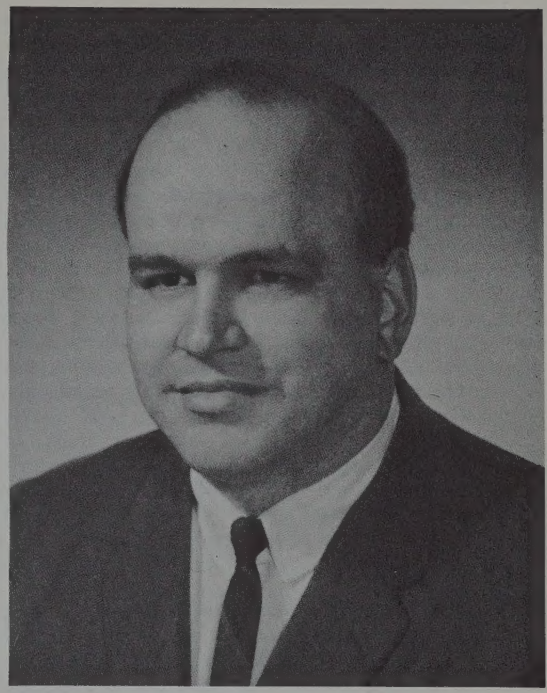
Donald MacDonald, President of the CLC, mented: "On behalf of the officers and staff of th nadian Labour Congress, and of all organized wo in Canada, I want to express the deep sorrow caus the death of Percy Bengough. He was one of the fo ers of the labour movement as we know it today, c the staunchest and most devoted members the m ment has ever had. With his passing, an era has go that will live in the memories of all those who hav the privilege of being associated with him."

Jean Chabot, 37, formerly an information officer of e French Division of the Information Services of the ecretary of State Department, has been appointed Edi- r of La Gazette du Travail. Prior to his appointment, was closely associated with the Information Services the Opportunities for Youth program (1971). Mr. abot has had extensive experience in the field of mmunication. He was director of the weekly L'Echo Bas Saint-Laurent in Rimouski; chief of the Public lations Division of Hydro-Québec for the Matapédia strict following the nationalization of La Compagnie Pouvoir du Bas Saint-Laurent; member of the edito- l staff of La Radio du Bas Saint-Laurent; vice-presi- nt of the Bas Saint-Laurent, Gaspésie and North ore Newspapermen's Club; secretary of the Rimouski tary Club; active member of the Bas Saint-Laurent lm-Library Commission and the Rimouski Centen- l (1967) Commission; president of the local Red oss welfare campaign as well as publicity and public ations consultant for the Federation of Welfare encies (Caritas-Rimouski) and La Villa de l'Essor for ntally retarded children. Mr. Chabot is a former cher of the secondary schools in Port-Cartier (Shel- -Bay), Mont-Joli and Saint-Hyacinthe.

r. Chabot obtained his B.A. from Université Laval, ere he was editor of **Le Carabin,** and a B. Ped. from cole de Pédagogie et d'Orientation of Québec. **The w Editor of La Gazette du Travail succeeds Egide ndenault, who has left the Department of Labour to n Information Canada as Chief of the French Creative rvices.**

Two studies, reported recently in The Labour Ga- te, were made possible by the Canada Department of bour—University Research Program, which provided ancial assistance: "Advance Notice in a Plant Shut- wn," by Professors Portis and Suys (LG, July, p. 467), d "Long-run Changes in the Labour Share of Na- nal Income in Canada, 1926-1966" by Pradeep Ku- r (LG, July, p. 429).

A new minimum wage order affecting female em- yees has been passed by the B.C. Government. Hon. nes R. Chabot, Minister of Labour, announced that Board of Industrial Relations has issued a new Min- um Wage Order to the effect that the same minimum ge rates, conditions of labour and employment now plying to male employees shall apply to female em- yees.



Jean Chabot

■ **Chrysler Corporation became the first company in the United States and Canada to permit the transfer of workers from one area to another with full seniority rights when closing of plants deprives them of their jobs.** An agreement to this effect was reached in August between Chrysler and the United Auto Workers union, after prolonged negotiations that were triggered by the closing down of Chrysler's Los Angeles plant earlier this year, which put 4,000 workers out of work.

Charles Brooks, President of UAW Local 444, in Windsor, said that the "continental seniority" clause covers both the U.S. and Canada. This means that a worker who loses his job when a plant closes in the U.S. may apply for a similar job with all his seniority rights in Canada, if such a job is available here, and get it.

The agreement has created concern among some Chrysler Canada workers who believe that it may open the door to massive immigration by U.S. workers, thereby reducing employment chances among Canadians even further. According to Mr. Brooks, however, because of immigration laws, there is no danger of U.S. workers coming to Canada and taking jobs away from Canadians.

■ **Operation 2000 is underway—the latest experiment by the Québec Government in job retraining.** It is an integral part of a continuing program called "Return to Normal Life," started three years ago by the Québec Department of Social Affairs to re-integrate welfare recipients into the labour force and, at the same time, to reduce their dependence on the state. **Operation 2000 is aimed at reducing unemployment in the forestry sector by retraining welfare recipients for work on reforestation projects.**

Phase 1 of the program began in February 1971. From lists of applicants provided by the local offices of the Department of Social Affairs, 1,639 individuals were selected. In June, the actual forestry training was initiated. During this period, which will run until the beginning of 1972, recipients will also be studied to determine their particular problems—such as debt, chronic unemployment and lack of professional skills. After the conclusion of Phase 2, the program will be analysed by the Department to assess its results.

■ **Eight hourly wage earners employed at a plant near Sorel, Québec, are working under a new schedule that makes the four-day workweek look obsolete.** According to Michel Coté, Industrial Relations Head of Canadian Liquid Air Ltd.'s Varennes plant, the employees suggested the short week during an annual review of wages and working conditions. The system finally agreed upon has the employees working 12-hour shifts in two days, then taking two days off, working another two days followed by a two-day holiday, and then working three days that end with a three-day holiday.

The plant, a producer of liquid and gaseous oxygen and nitrogen, operates on a 24-hour a day system. Plant Superintendent Jacques Richard—the only employee to work a regular week—pointed out that one reason the new schedule has been successful is that the Varennes operation does not involve heavy physical labour for the men. "Ninety per cent of the operation is automated," Richard said. It's handled by computers that the employees program. Then they just have to keep check on the dials."

■ **The new Director of McGill University's Industrial Relations Centre is Mrs. Frances Bairstow, a highly regarded expert on labour-management problems.** Mrs. Bairstow majored in labour economics at the University of Wisconsin and later was a Fulbright scholar in industrial relations at Oxford University. She taught labour economics at several American universities, and also served on U.S. government labour-management bodies before coming to Canada in 1954. She has been at McGill since the late 1950s, and has acted as Director of the Industrial Relations Centre on various occ prior to her permanent appointment to the pos predecessor as Director, Dr. William Westley, h come Director of Research for the Centre. Mrs. tow served as project director for Prime M Trudeau's Task Force on Labour Relations. Sh member of the arbitration board of the provi Québec, and has served as conciliator for the Service Staff Relations Board and as an arbitrat the Canada Department of Labour.

■ **C.A.L. Murchison, Q.C., was appointed recent one-man commission to inquire into hours-of-work tices in the motor transport industry.** Mr. Mur was to investigate and report on the subject of ho work in relation to labour standards and emplo safety. He was to decide also whether any emplo custom peculiar to the motor transport industry be unduly disturbed by the hours of work provisi the recently amended Canada Labour (Stan Code.

The inquiry covers any operation, in connectio the transport for hire of goods or passengers by vehicle, coming under federal jurisdiction. It also transport of mail by contractors of the Canada Po fice.

Earlier, Murchison investigated two orders und Canada Labour (Standards) Code, involving ho work in the road transportation of goods and mai Commission was set up as a result of requests fro Canadian Trucking Association and the Canadia sociation of Movers to determine whether the Tra of Goods by Motor Vehicle Hours of Work Exte Order, and the Transport of Mail by Motor Vehi Contractors of the Canada Post Office Hours of Extension Order, should be extended for a peri one year.

Both Associations were concerned with the time la would exist between the date that the present Exte Orders would terminate and the implementation possible action that could be taken under pro amendments to the Canada Labour (Standards) (Bill C-228).

abour relations round the world

Time on your hands? Not if today's host of psy-iatrists, gerontologists and time study analysts can lp it. Dr. Robert Butler, a psychiatrist and gerontolog- in Washington, D.C., does not like the standard edu-tion-work-retirement cycle of man's life. Dr. Butler ould replace it with school-work-temporary retire-ent, more school, more work, perhaps in an entirely fferent field, and a continuation of the cycle as long as sired. This, the psychiatrist says, would produce life-ng spiritual, psychological and mental growth, while ing man's need for surges of creativity interspersed th periods of regeneration.

me beginnings have been made toward improving an's work satisfactions. Job enrichment studies have some firms to end deadening, assembly-line proce-res by combining tasks so that a worker makes a rec-nizable product for which he has responsibility and in ich he can take pride. Other firms are relieving notony by switching assignments around. Some mpanies are sending workers to school to create more luable employees. **The Conference Board in New rk City reports that hundreds of corporations now nsor tuition-aid plans and fellowships, seeking to ep employees abreast of the knowledge explosion.** But ce the employee is expected to return to the company t pays for his sabbatical, these plans do not go as far Dr. Butler's proposals.

nsion plans are often the main deterrent to a series of ool-work-retirement episodes in one man's career. mplete portability of pension credits is the answer, hough statisticians still say the idea is actuarially un-nd. Some thought now is being given to portability pensions within entire industries.

me should not hang heavily on the hands of a person ed with the possibility of several careers, Dr. Butler d. His leisure time would become his stepping stone his next job.

■ **Government action to protect construction workers from possible adverse social consequences of new technologies was urged by the International Labour Organization's Building, Civil Engineering and Public Works Committee at its two-week session held in Geneva during July.** The Committee, which includes about 240 government, employer and worker representatives from 29 countries, adopted a resolution calling on the ILO to urge governments to take practical measures to provide such protection. While technological progress in the construction industry brings social advantages and benefits, it also has unfavourable effects, the resolution notes. It goes on to ask the ILO to collect information concerning the employment, income security, safety and health of workers under the conditions created by the introduction of new methods in the industry.

The two main items on the agenda of the Committee's eighth session were: social aspects of prefabrication; and social aspects of construction in developing countries. In view of the risks of monotony in prefabricated construction, special attention should be given to architectural and urban design, the Committee noted. "In no circumstances should industrialized construction methods be permitted to allow lower performance standards than those required for adequate safety, health and welfare for the protection of users." Furthermore, in no case should a group of dwellings be constructed without providing the social facilities necessary for the well-being of the community.

On construction in developing countries, delegates mentioned the need for government co-operation with employers' and workers' organizations, consideration of national and local traditions and the use of locally available construction materials, the importance of long-term construction programs, the assessment of future manpower needs, and the need to abolish the practice of conscripting labour for public works. The Committee asked the Director-General of the ILO to arrange for research and investigations to be made on a number of matters, including the promotion of year-round building in countries of different climates; the use of labour-intensive techniques for employment creation in the construction industry in developing countries; and methods for the promotion of low-cost housing in developing countries.

50 years ago

The Labour Gazette of 50 years ago published articles on industrial hygiene in Toronto, labour legislation in the Yukon, postal conventions, and a British report on the political and economic situation in Russia.

■ The report on industrial hygiene in Toronto was taken from a review of the problem by the Honorary Advisory Council for Scientific and Industrial Research. Seventy-six plants, including all the larger plants in the community, were personally visited by the members of a committee whose earlier preoccupation was the study of industrial fatigue. One third of the total employees in the plants visited were women.

The attitude of industry with regard to specific pro for industrial hygiene was found to be unsatisfa The report commented upon the lack of industrial sicians in Toronto, for though a few doctors de part of their time to industrial work, they were gen more concerned with the treatment of disease thar its prevention.

Manufacturers were disposed, however, to regar dustrial hygiene negatively as a means of preve discontent, rather than positively as a means of pro ing industrial prosperity. **More significant was the a**

n often made by managers that it was useless to im-ove conditions in the plant while conditions in the mes of the workers remained unsanitary.

most of the plants visited, the 48-hour week pre-iled. No time allowance was made for conditions haz-dous to health. Apart from bakeshops and dairies, ght work was rare; **at one plant where a night shift was rked, attendance was improved by the opening of a ght cafeteria. Nowhere did day workers or piece work-s receive holidays with pay.**

ntilation was found to be not seriously defective, ex-pt in the smaller plants of old-type construction, and buildings, then common in Toronto, that had been nverted from other uses. The same condition was und in regard to lighting, both natural and artificial. vatory accommodation showed some improvement new plants, but in many the conditions were de-ibed as "deplorable."

general slackness and a high proportion of absence re reported among workers in a number of factories. is slackness might have resulted from the high wages force, as some managers claimed, or it might have en caused by fatigue from working too long or too enuously. Many obvious distortions in the posture of rkers were observed: for instance, women stood at dboard cutting machines, as did lathe workers; and seats in boot and shoe factories were badly de-ned. These were included among examples cited to ove that certain small changes would greatly diminish rkers' fatigue.

e following specific occupational diseases were met h: chocolate eczema; zinc poisoning; and sepis, ich developed in wounds received in the cutting ms of abattoirs. At many factories, exhaust systems re provided for expulsion of dust, but in seven of the nts visited, no attempt was made to remove it.

ong the preventive measures noted was the provi-n of glasses for girls doing fine work in one plant. ne firms allowed a rest period of five minutes every ur, or 10 minutes in the forenoon, with afternoon tea physical drill provided during the latter interval.

The Council of the Yukon made enactments deal-with working hours and the levying of taxes. An or-ance regulating hours of labour in quartz and lode ning provided that no person was to be employed un-ground in any shaft or tunnel or upon a mineral claim for more than eight hours in any 24. **The bach-elor's tax ordinance imposed a tax of $5 upon all unmar-ried persons of both sexes between the ages of 21 and 55 years residing in the territory for a period of three months during the year 1921, Indians and members of the Royal Canadian Mounted Police excepted.**

■ Conventions of the Amalgamated Postal Workers and Federated Association of Letter Carriers were held in Victoria and Montreal respectively. Postal Workers favoured the formation of a Dominion-wide organiza-tion af all federal employees, while letter carriers pre-ferred to see all amalgamated efforts confined within the post office service. **Some of the resolutions adopted were: that promotions be filled by letter carriers instead of solely by clerical staff as in the past;** that, other fac-tors being equal, seniority should count: that the salary demands for the following fiscal year were to be, as fol-lows: letter carriers, minimum $1,160, maximum $1,560, with street car transportation and uniforms; and for clerks, minimum $1,400, maximum $1,800, higher grades to be increased in strict proportion; that where a letter carrier performed duties that called for varied and extensive knowledge, or in excess of that required for ordinary carriers, he be granted "senior letter carrier" position; and that the organization press for the adop-tion of a pension scheme.

■ A departmental committee of the British Foreign Office reported on the economic situation in Russia, while describing the political progress of the Bolshevik party from pre-revolutionary days, to the establishment of the Soviet Government. **The economic breakdown that occurred under the Tzarist régime was shown to have precipitated the revolutionary outbreak of 1917.** Some account was given of the results of the general na-tionalization of industry introduced by the Communists under the adverse conditions of national bankruptcy, the Allies' blockade and civil war.

The conclusions reached by the committee were that no aid should be given by other countries for the economic reconstruction of Russia until the policy of revolution-ary propaganda in foreign countries had been aban-doned; **that the co-operation of the peasantry was in-dispensable to the economic reconstruction of Russia (the peasants formed from 80 to 85 per cent of the popu-lation);** that the agricultural production and trans-portation must be re-organized and resumed before in-dustrial reconstruction could be undertaken; and that "the administrative incompetence and corruption into which the department had fallen" must be remedied be-fore supplies could be made available among the popu-lation.

The coming youth revolt in labour

by Gil Levine

Fifteen hundred employees at Ottawa's Civic Hospital voted by secret ballot recently to reject the recommended contract settlement proposed by their bargaining committee. The United Steelworkers staged a four months strike against the Steel Company of Canada in 1969 after rejecting a settlement recommended by their negotiating team. British Columbia longshoremen during the winter of 1969-70 rejected three separate recommended settlements that kept them on the picket line for a total of 10 weeks.

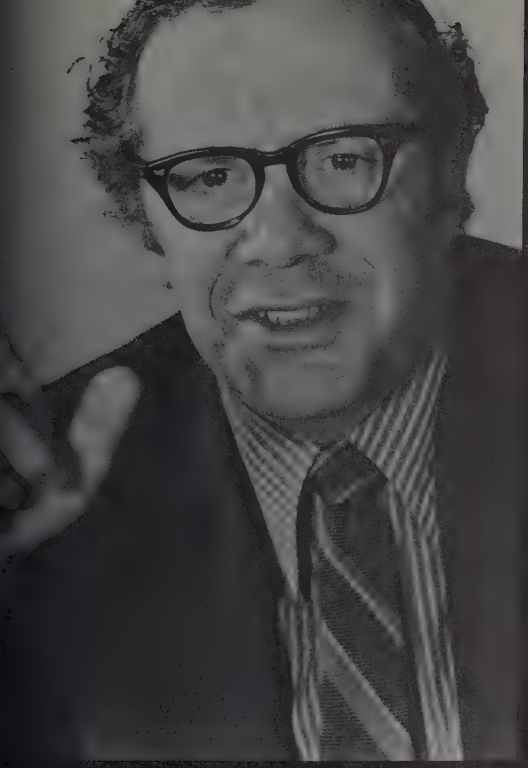
This membership rejection of the bargaining efforts of union leaders has become an increasingly common phenomenon on the Canadian industrial relations scene. One observer estimates that one out of every seven collective agreements is being overthrown by union memberships despite recommendation for acceptance by union officers. Rejection of many of these settlement proposals has been attributed to the rising expectations of an increasingly militant number of younger workers. These young workers are using contract rejection as means of repudiating what they consider are the injustices of the workplace and of their unions.

We hear a lot these days about the generation ga exists between parents and children; between tea and pupils; between the adult establishment and y culture. But there is also a generation gap in the la movement.

Many of today's young workers complain that c tions in the workplace are stacked against them. insist that labour's goals and ideals are stacked ag them. They resent being treated as second-class wo and as second-class members of labour. **What ar complaints of the young workers? And how legiti are they?**

Apprenticeship

The purpose of the apprenticeship system is to young workers in the skills of a trade. Some un however—and particularly those in the constru trades—have limited the number of applicants fo prenticeship; in some cases, they have even restr membership to new journeymen in the trade.



Levine

Gilbert Levine has been Research Director of the Canadian Union of Public Employees since its founding in 1963. The 155,000-member union covers municipal and provincial public employees, school and university workers, hospital and electrical utility workers and employees of the CBC. In 1956, he joined the staff of the National Union of Public Employees (which later became part of CUPE) to establish its first research department. Levine is a graduate of the University of Toronto School of Social Work, and prior to full-time union work, he was employed as a social worker with the Toronto Welfare Council and the Metro Toronto Department of Welfare. The opinions he expresses in the accompanying article are his own, and do not necessarily reflect the policies of CUPE.

ıese practices undoubtedly provide more job security, ıd they enhance the bargaining position of those who e already members of the trade. But what young ɔrkers resent about the apprenticeship system is that it ems to serve as a device to deny them employment ɔportunities. They frequently see the union being used protect the older, established worker from the unger worker, instead of to protect both older and unger workers from the employer.

eniority rule

ıe seniority rule in most collective agreements gives eference to longer-service employees in matters of ɔs security, promotions and other benefits. The senior- rules were negotiated for good and valid reasons in ars gone by. Nevertheless, many of these rules create ong resentment among today's young people.

Unions fought bitter battles in the past for the right to have promotions based on seniority. It has been argued that possession of this right was the best way to eliminate promotion by favouritism—a practice frequently indulged in by non-union establishments. The rule made a lot of sense at one time—particularly in plants employing large numbers of unskilled workers, where seniority easily became synonymous with ability. But today's unionized establishment is very different from the early postwar workplace of 25 years ago. **Current bargaining units, and particularly the increasing number of office and technical units, contain many more skilled jobs requiring a high degree of training. The young people on the job often have higher education and skills than the senior employees. A generation or two ago, skill was synonymous with age;** young workers of that time would look up to and revere "the old craftsman." In today's highly technical society, however, skill, knowledge and know-how have become the prerogatives of youth, not age. Obviously this altered relationship is creating hitherto unknown conflicts in areas ranging from work to life style, mores and politics.

The young are much more ambitious and promotion-conscious than their elders. They resent the seniority and promotion rule because it forces them to stay at the bottom of the ladder for years until the senior members retire. The young workers are impatient; they don't want the older workers to stand in their way.

A typical collective agreement provides a form of job security whereby layoffs are based on seniority in the bargaining unit: the last man hired is the first man fired. This rule, too, is often resented by young workers. They see the young worker with a young family and heavy debts being laid off, while the older worker, whose family has grown up and whose home has been largely paid off, is retained.

Despite the resentment the seniority rule rouses among young workers, it makes a lot of sense in the way it provides for job security for older workers under present conditions. The older workers are less flexible than younger men and women, and they consequently experience greater difficulty in securing and adjusting to other employment.

Although the seniority rule can thus be justified in matters of job security, it is often extended to employment conditions in which it makes no sense to young workers, and succeeds only in provoking their resentment. These conditions include shift preference, vacations, pensions, group life insurance, and leadership possibilities. Let us examine the problems in these areas.

Shift preference

Union agreements frequently award priority for the choice shifts on the basis of seniority. Or they give preference to senior employees for regular work during the week, and leave most of the weekend work to the junior employees.

The seniority rule is strictly applied in some branches of the Canada Post Office. In these cases, employees may have to acquire 15 years of night-work seniority before becoming eligible for the day shift. In other branches of the Post Office, however, there has been a recent influx of young employees, and they have been able to alter the rigid seniority rule. Now the day and night shifts are worked on a rotation basis—certainly a more equitable arrangement for the young workers.

Vacations

Many union agreements give senior employees preference in the choice of vacation schedules. Young workers judge this to be a wrong application of the seni rule. What it means, in many cases, is that **older wo with grown families have the choice vacation pe during July and August, the school vacation mo whereas young workers with school-age children forced to take their vacations in the off-season. Ma stances can be cited of employees having had to wo long as 15 years before acquiring sufficient senior take a vacation with their children.**

When a group of "Young Turks" recently took leadership of a local union of caretakers at the To Board of Education, one of the first items they r tiated was a change providing younger employe fairer scheduling of vacations. Prior to this, the employees generally had the pick of the vacation sc ule.

Another rule linking seniority and vacations is the whereby senior employees qualify for longer vaca than do younger employees. For example, a typical lective agreement provides for a two-week vacatio ter one year of service, three weeks after five or years, and four weeks after 15 or more years.

Longer vacations based on years of service were init proposed by employers as a device to retain perienced, trained employees. In recent years, how unions—and especially their older members—have advocating the same vacation principles as employers.

Not surprisingly, young workers are beginning to q tion the type of vacation-benefit formula that hea favours older workers. They find it discriminatory. T look with envy at the European system, which give workers the same vacation benefits, regardless of y of service. All workers in France and most of the S dinavian countries, for example, earn four weeks v tion a year, no matter how long they have been ployed by the same employer.

Pensions

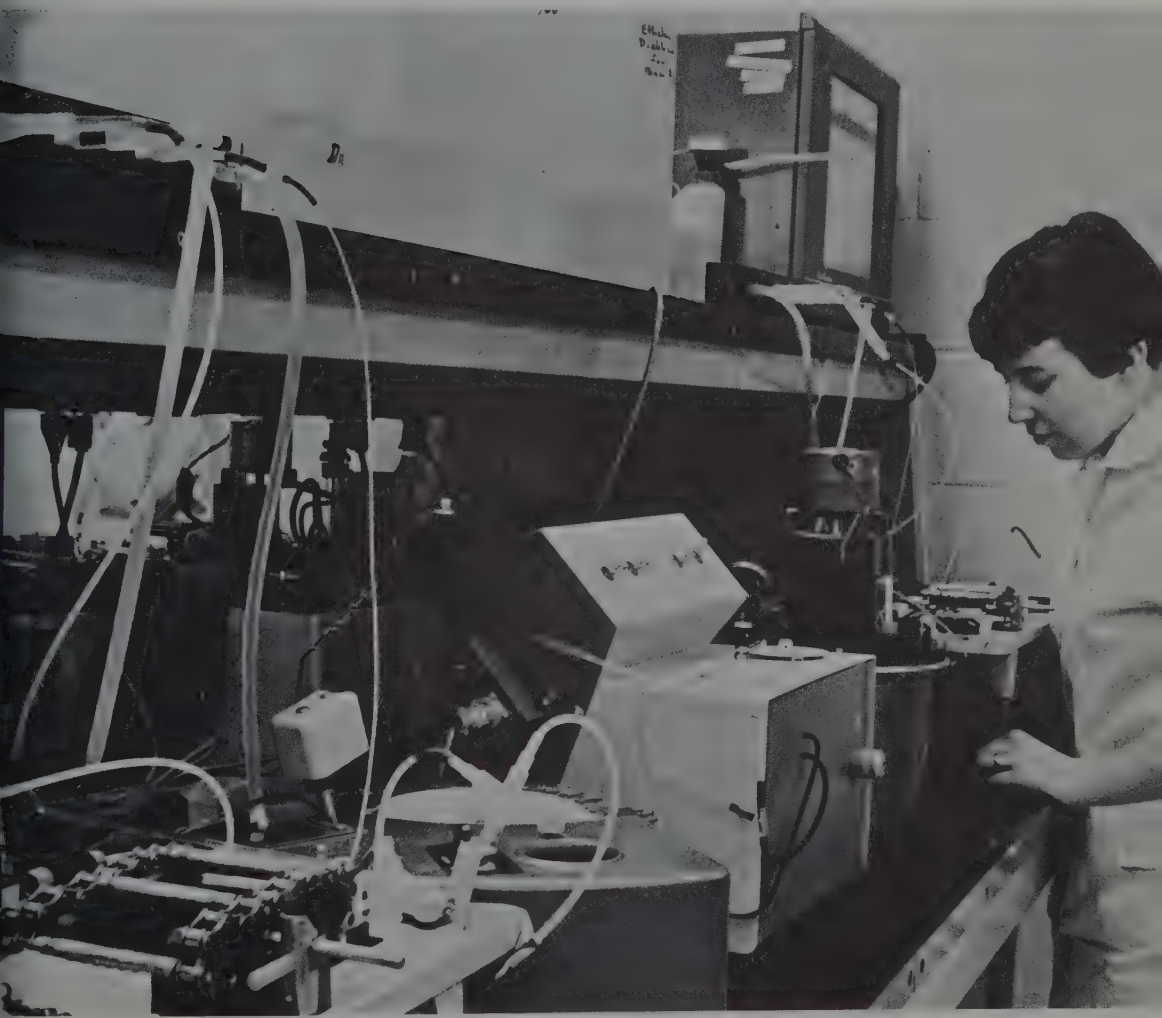
On the matter of pensions, many local unions fa constant tug-of-war between older and younger w ers. Older workers naturally are more interested negotiating improved pension benefits. When it co to dividing up the monetary settlement, however, yo

orkers, who are much less concerned about future se-urity, tend to put greater emphasis on immediate wage ains. Faced with heavy debts, and possessed of high onsumer expectations, youth wants its money now. ounger employees have difficulty comprehending eir security—and pension-conscious older co-workers, ho grew up in the Depression years. The young com-lain loudly that they are being taxed out of their wage creases in order to provide pensions for older workers.

the past, older workers, by their sheer numbers, have enerally won their point about pensions. The huge in-ux of young workers into the plants and offices in re-cent years, however, is tipping the age balance strongly in favour of the young. We can expect the tug-of-war between the older and younger workers on the pension issue to become more evenly balanced in the future. In many situations, the young will be winning out.

Group life insurance

Negotiated group life insurance plans, which are often related to income, also favour the older worker. A typical group life plan provides for a death benefit equal to one or two times annual earnings. The older worker, usually earning a higher wage, ends up with a higher benefit, often at the expense of the younger worker.



The amount of the insurance premium is generally related to the age of the group: the younger the employee group, the lower the cost of the premium. Older employees, who would normally be required to pay a high premium, benefit from a group insurance plan in which the cost is averaged over the entire employee group.

When it comes to death benefits, which are related to earnings, the beneficiary of the young worker generally gets far less than the beneficiary of the older worker. Thus, we have **a situation where the older worker pays a lesser premium through the group insurance plan but receives a higher benefit. The younger worker pays a higher premium through the plan, but receives a less-than-average benefit. Surely this is a clear case of the young employee subsidizing the older employee.**

Few unions have responded to proposals that would provide a death benefit more favourable to young workers. Such a benefit would be more related to need rather than income. These plans, referred to as "decreasing term insurance," provide higher benefits to young employees with big debts and young families; older employees, with grown families and their largest debts usually paid off, receive lower death benefits.

Union leadership

Many unions in subtle, and sometimes not so subtle, ways discourage young workers from positions of leadership. Although hard statistics concerning the age of union leaders are not available, it is obvious that young people are not represented in positions of leadership in proportion to their numbers. This is particularly so at senior levels.

Prof. Stuart Jamieson, writing for the federal Government's Task Force on Labour Relations, cites special problems in Canada that make the position of young potential labour leaders even more difficult: **"There were insufficient new positions of leadership for the increasing numbers of young, ambitious workers entering the labour force and union ranks. These latter have tended to become an opposition group of 'Young Turks' in many unions.** The incumbent older leaders have tended to hang on to their posts in the face of threats of growing competition and opposition. The frustration generated by this situation perhaps tends to be all the greater in many cases in Canada, because in many unions the incumbents in the most important positions of leadership are appointed by International Executives, or elected by the International conventions as a whole, so cannot be dislodged or voted out of office by dissident or rebellious Canadian memberships."

So today's young workers are convinced they're g a "raw deal" on the job in matters of apprentice promotions, job security, shift preference, vaca pensions, group life insurance and leadership bilities. Although these conditions have existed for time for young workers, they have not caused a problem for most unions. Young workers have g ally accepted their lot. Once on the job, they quick come absorbed into existing labour institutions an industrial relations system, and all has been qui the youth front.

But a youth revolt is taking place everywhere—i schools, colleges, and on the streets. So far, the la movement has been relatively untouched. Can this of tranquility persist in the face of all these felt injust

The answer is a definite "No!" No, because the wor youth of today are far different from the working y in any other period of our history. But it is not sim that youth is radical, idealistic, and impatient change.

Numbers of young workers

In years gone by, older workers have been able to d nate the workplace and many of the labour union the sheer weight of numerical strength—a condition has persisted in the Canadian workforce until rece But the influx of the postwar boom of babies into th bour market has changed all that.

The accompanying table shows the changes that h occurred in the composition of the Canadian lab force, just in the last 10 years.

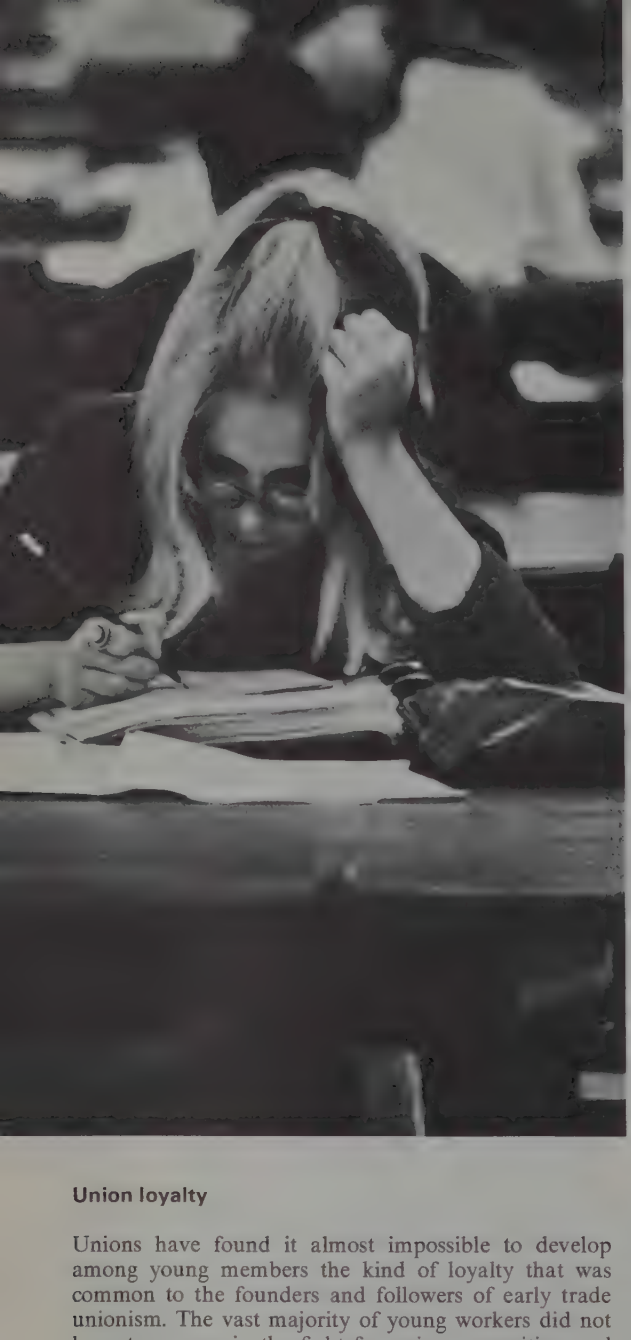
Labour Force Distribution by Age, 1961-1971

Age	June 1961	June
14 to 19 years	9.5 per cent	11.5 per
20 " 24 "	12.3 " "	16.3 "
25 " 34 "	23.1 " "	21.7 "
35 " 44 "	22.6 " "	19.7 "
Over 45 "	32.5 " "	30.8 "
	100.0 per cent	100.0 per

en years ago, 21.8 per cent of the labour force was un-r 25 years of age. Today the figure stands at 28.9 per nt. A decade ago, 45 per cent of the labour force was der 35. Today, 50 per cent of the workforce is under . The actual numbers, and the proportion of young orkers in the workforce, will continue to increase dur-g the decade of the 70s. These facts are sure to give ese young workers a new sense of power, and to make em a force to be reckoned with.

uring the last few years, we have witnessed an increas-g number of instances wherein young people have ed their numbers to bring about change. In an upset tory last spring, 24-year old Marc Zwelling, running a reform platform, won the presidency of the 2,000-ember Toronto Newspaper Guild. Twenty-nine-year-old Tom Hart headed a youth slate in an election in traditionally conservative Local 353 of the International Brotherhood of Electrical Workers in Toronto. Running on a slogan "Let's make waves," the young unionists won control of the local executive.

Youthful Kurt Gayle, a mail clerk at the Toronto General Hospital, successfully led a campaign for decertification within the 1,000-member Service Employees International Union local, citing the conservative leadership of the past 20 years. Similar examples of youth taking over the leadership of union locals can be cited in the case of CUPE in Edmonton and Sudbury, the Labourers in Toronto, the Typos in Oshawa, and the CBRT in Toronto. And we can expect to see more challenges issued by youth to older established local union leaderships as the reform-minded younger members consolidate their numerical strength.



Union loyalty

Unions have found it almost impossible to develop among young members the kind of loyalty that was common to the founders and followers of early trade unionism. The vast majority of young workers did not have to engage in the fight for union recognition and union standards as their elders did. That common struggle, and the history of improved conditions it achieved, developed union solidarity among the timers. **Not having had to participate in the fight fo benefits of the collective agreement, young workers to take them for granted. Their loyalty to the u stems from what the union is doing for them NOW on any achievements of the past.**

Loyalty is similarly a problem for unions experie rapid growth. For example, half of today's membe the Canadian Union of Public Employees were members of CUPE four years ago. How do you loyalty among the young under such conditions?

A new generation

About a year ago, the Acme Screw and Gear Com of Toronto told its United Autoworkers local tha union would have to accept a wage freeze for one or the plant would close. The issue divided the local two camps—old and young. The older job-security scious members voted to accept the wage freeze. younger, more militant members voted to strike wage increase.

Many of today's young workers have grown up in riod of affluence and have never experienced dep tion or a depression, or participated in a struggle. **expectations are high. Their conduct and attitudes not tempered by the stories of how hard the struggle in the old days. They are not impressed by the com from older co-workers, "You've never had it good"**—that wages, conditions and benefits are so r better now because of the struggle and sacrifice o older generation.

Younger workers are also much more mobile than older co-workers. They're more apt to throw over a and move on. Unlike their parents and grandpar they are unlikely to consider working for "the pany" as a life-long career. Young workers are far ter educated than the workers who preceded the plants and offices a generation ago. This applies only to formal education, but also to a general ur standing of the world around them. Better educa has given the young worker a sense of security a sense of dignity that his predecessors never had doesn't bow and "yes sir" to the boss. He is able t ject the disciplined authority of his employer and union as well.

n increasing number of young workers reject many of
e traditional values of the capitalist system and its in-
itutions. They reject materialism, religion, and the
ork ethic. **They are far less attached to a job per se.**
he young are more susceptible to the alienating effects
useless, superfluous, strictly consumer-oriented pro-
uction. They will not be "bought off" as easily as their
arents by the useless make-work projects typical of the
hirties. The young not only resent and reject mean-
gless work, but they despise parents and older workers
ho claim to value it.

ne young show much more concern than their seniors
out social issues like pollution, Vietnam, racism and
anadian nationalism. They question all those high and
ighty sanctimonious pronouncements on political
orality from their elders. They show little or no con-
rn for communism in the unions; for them it is a non-
ue. This is in sharp contrast to the attitudes of present
anadian labour leaders, many of whom built their ca-
ers fighting against communism during the McCarthy
a and are still trying to fight it today.

l of those educational, social and political differences
e creating a real generation gap in the workplace.
is has its spill-off into the unions where it develops
rther insecurity and resentment among the oldsters.
ying to preserve what they know and understand,
ey take up an attitude of exclusiveness and self-de-
nce, thereby widening the communications gap.

otential for change

ny institution, organized labour included, if it is to
rvive and grow, must constantly adapt to the chang-
g conditions of the outside world and the changing
nditions of its constituency. How well has labour ad-
sted? **It is doubtful whether most labour leaders have**
ally sensed the need for any major change. Many of
r established labour leaders hope that they will be
le, as they have in the past, to change the attitudes and
haviour of the young workers so that they will embrace
e traditional values of the labour movement.

spite of the potential and growing discontent of
ung people in the labour movement, most unions
ve no specific programs designed to meet the needs
d aspirations of young workers. They have been slow
to respond to the challenges and aspirations of their younger members. Their preoccupations with the problems of internal union politics and collective bargaining has made it difficult for them to respond to the new needs of their memberships.

Unions have traditionally taken the position that the problems and goals of young workers are no different than those of any other workers. After all, workers are workers. All that is required is for the young worker to attend a few union meetings, and take a few courses in the history of the labour movement, union administration and collective bargaining. Once this is done, the young worker can be assimilated into the goals, ideals and structure built and developed by his elders.

Many labour centres around the world have developed youth departments and specific youth programs, but the Canadian Labour Congress, despite frequent urgings, has yet to do the same. The CLC believes that the young should operate within the existing labour standards; and if the old and the young work together, it will not be necessary to build "a separate room for the young in the house of labour."

With this gulf yawning between the younger and older workers, is it realistic to expect that the current relative tranquility within the ranks of labour will continue? It is naive to think that the kinds of societal happenings we have come to expect in the high schools, colleges and universities are somehow going to leave the labour movement unscathed. Given the uneasy situation that now exists in industry and the unions, it is not unreasonable to predict some variation of the outbreaks that have challenged our educational institutions.

These outbreaks if they come, could well be violent. Many young workers today are volatile, sensing that they have the most to lose. An economic downswing, coupled with discontent over union programs that fail to protect their interests, could provoke them into using any means available to accomplish their ends. This possibility has been confirmed by Jamieson's report for the Task Force:

"Trade unions have not been directly involved in the more dramatic cases of mass violence, such as the civil rights disturbances, the 'peace' marches, and the ghetto uprising of Negroes. Indeed, organized labour tends to be looked upon by ... spokesmen of the New Left as part of the 'Establishment,' insofar as it represents generally the more secure and better-paid one third of the paid labour force.

"But it has undoubtedly been influenced by these developments and the violent conflicts they have engendered. This would be particularly true, perhaps, among large groups of younger rank-and-file members in the large trade unions. Organized labour has a long tradition of being fighter for the 'underdog,' and a long history of having to face repression and violence from authorities. **The young element in the trade union movement, as the less privileged group within the union establishment, perhaps tends to identify more with the underprivileged minorities generally, and to carry over into the industrial scene an attitude of revolt and a willingness to engage in violence and illegality in pursuit of what they feel to be justified goals."**

Two current problems in Canada—unemployment and inflation—add a further dimension to this disturbing picture. The rate of unemployment is particularly high among the young. In April 1971, those under 25 years of age represented 24.9 per cent of the labour force—but 42.6 per cent of the unemployed!

At the present time, this huge army of unemployed youth is unorganized and lacks leadership. The older, established labour movement has shown no inclination to organize them. Therefore, when this group does organize, it will inevitably bring forward young leaders. If and when the young leadership of the unemployed combines its strength with a new youth leadership in organized labour, Canada will have a powerful new militant force to reckon with.

Current inflation puts an unduly heavy financial burden on the younger worker. He must pay almost twice the amount his older co-worker paid a decade ago to purchase a house. In addition, his mortgage exacts a usurious 9 to 10 per cent interest, compared with the 4 to 6 per cent being paid by the older worker. **No wonder many of the younger workers contend that the whole system is working against them. Very often, rightly or wrongly, this hostility gets directed against their union leaders.**

The situation today between young and old bears similarities to the labour movement prior to the gence of the CIO in 1935. The young CIO wanted a fundamental change in the structure an gram of the American Federation of Labour and i nadian counterpart, the Trades and Labour Con The older leaders of the AFL and the TLC wan stick to the familiar old ways of a previous era. the CIO leaders became convinced that the AF beyond change, they bolted that organization ar tablished a new, separate and dynamic labour stru

The young rebels of 1935, however, are now the leaders of the 1970s. They now show much of the resistance to change that they fought so hard agai their youth. If the established labour leaders contir turn a blind eye to the fundamental changes t place within their membership, they may be spurri a "youth liberation movement" similar to the e CIO revolt.

The 1970 convention of the Canadian Labour Cor saw the emergence for the first time of a "R Caucus," made up of younger union members. Caucus tried to inject a new dynamism into the when it pushed for resolutions on Canadian auton industrial democracy, social unionism, and actio the unemployment crisis. The Caucus ideas caug quickly with many of the younger delegates. N theless, the CLC establishment effectively steam-r most of its proposals. **The Caucus is now committ working within the CLC structure. But if their idea rebuffed, who knows what other methods and means may use to achieve their goals?**

Time may be running out for the older leaders of la in Canada. Unless they develop programs that are responsive to the needs and wishes of their young m bership, they may find themselves the target of a y revolt.

(The opinions expressed in the accompanying articl those of the author, and do not necessarily reflec views or policies of the Canada Department of Lab

Another demand for Canadian labour autonomy

More autonomy for the Canadian section of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers has been called for by the 300-member Canadian caucus of the union.

Meeting on the weekend prior to the Brotherhood's 70th annual conference from August 30 to September 3 in Montreal, the caucus proposed, among other resolutions, that the three Canadian international vice-presidents be elected exclusively by the Canadian delegates to the international convention. An exception to this rule would be the case of a Canadian delegate's presenting himself as a candidate for president-secretary, first vice-president or treasurer. In these cases, the candidate would have to be elected by the international convention. The broadening of the autonomy of the Canadian section proposed was in keeping with the guidelines adopted last year by the Canadian Labour Congress (LG, Aug. 1970, p. 558).

There were a series of other resolutions aimed at increasing Canadian control of the Brotherhood in Canada. The most sweeping one, from a local in Gatineau, Que., advocated a Canadian union. Others were more moderate: that Canadian members constitute a separate unit to handle affairs in Canada through officers of their own choosing; that a per capita levy on Canadian members be sent to and administered by the union's Canadian director rather than to the international headquarters in the United States; that a supplementary strike fund be established in Canada; that the Canadian director be authorized to approve the Canadian collective bargaining agreements, which now must be approved by the president-secretary of the international union, and that he generally be responsible for operations of the union in Canada; and that the number of Canadian vice-presidents of the international be increased to give more representation to the Atlantic provinces. There were also several resolutions that opposed separation of Canadian and U.S. membership in the union or formation of a Canadian union, as well as a recommendation that there be a commission of inquiry to study the matter. The resolutions were passed to the Brotherhood's general committee on the constitution for further consideration.

In a keynote address to the Canadian caucus on Saturday, L. H. Lorrain, the Canadian Director, echoed CLC objections to price and wage controls as a solution to Canada's present economic problems. Mr. Lorrain criticized the activities of the Prices and Incomes Commission and the federal Government's anti-inflationary programs because "they have tended to depress wage rates and cause unemployment to rise."

In his review of the present state of the Canadian pulp and paper industry, Lorrain questioned large government subsidies to companies building new pulp and paper mills. "The key question about incentives is whether new mills would be viable in the absence of government help, and whether these new mills will upset the markets of existing operations," he said. "Surely where it can be estimated that employment in an industry might not gain by the establishment of new productive units, then broad assistance schemes available to old plants would be preferable to the granting of large subsidies to single companies for the construction of new facilities."

The 1,200 delegates to the international convention rebuffed the set of strong proposals supplied by the Canadian caucus. They agreed to a recommendation of the resolutions committee to vote "non-concurrence" with the resolutions calling for a separate Canadian union or a separate Canadian unit within the Brotherhood. They backed, instead, resolutions opposing any such separation. The Canadian resolution calling for a committee of inquiry into the matter was, however, finally tabled for discussion later in the convention, along with the call for election of Canadian officers by Canadian delegates to the conventions.

The prime concern of the convention was the difficul dealing with multinational corporations. Labour gr must consolidate themselves into a world trade u council to deal with these bodies, stated Charles L son, General Secretary of the International Feder of Chemical and General Workers' Union. The co would represent workers in the leading corporat "because this is where we want to extend the press he said. "The days when a multinational company take us on one at a time are over—they'll have to all of us on."

In keeping with this theme, delegates approved a cott of the products of two international compar Kimberly-Clark Corp. of Neenah, Wis., and its C dian subsidiaries, and Charmin Paper Products C subsidiary of Proctor and Gamble Co. of Cincin Urging the boycott, International President Josep Tonelli described Kimberly-Clark and Charmin P as the most anti-union companies in the indu About 190 pulp, sulphite members have been on st since July 6 at the St. Catharines plant of Kimbe Clark of Canada Ltd., Toronto, in what the union scribes as a struggle to achieve parity with other wor doing the same jobs in the industry throughout Can The Brotherhood will seek support for the boycott f the Canadian Labour Congress and the AFL-CIO.

Other proposals approved included: a resolution to President Richard Nixon and other high officials of U.S. Government seeking exemption from the surta products of the Canadian pulp and paper industry resolution opposing President Nixon's 90-day wage price freeze in the U.S. and supporting the stand of AFL-CIO; and a resolution calling for a merger o international unions in the pulp and paper industry, rected mainly toward the merger of the Brotherh with the United Papermakers, and the Internatic Printing Pressmen and Assistants Union of N America.

Canadian-U.S. reaction to the Nixon surtax

Taking drastic steps to deal with the worsening economic situation in the United States, President Richard Nixon announced on August 15 that he was imposing a 10 per cent surtax on all dutiable articles imported into the U.S. after August 15.

Explaining his action, he stated that the surcharge must be imposed to rectify the U.S. balance of payments position. At the same time, he ordered a 90-day freeze on prices, rents, wages and salaries to strengthen the domestic economy.

Reaction from the U.S. labour movement was vehement in its disapproval. AFL-CIO President George Meany pointed out during a press conference that, although the President had frozen wages and salaries and had forbidden employers to implement wage increases already negotiated, he had taken no action to limit the earnings of business, investors, money lenders or speculators. The AFL-CIO Executive Council stopped short of recommending defiance of the law, but it did suggest to the union's affiliates that they re-negotiate at the first opportunity contracts where contractual provisions had been impaired. It flatly rejected also the Administration's prohibition of strikes within the 90-day period, saying that this was unlawful. Mr. Meany declared that AFL-CIO co-operation would only be forthcoming if there were "fair, equitable, across-the-board, mandatory controls on all cost prices and incomes, including profits, interest rates, dividends and executive compensation, as well as workers' wages and salaries."

The AFL-CIO's sentiments were echoed by other union bodies. Lawyers from the United Auto Workers, the United Mine Workers, the International Longshoremen's and Warehousemen's union and the Teamsters met with their opposite numbers in the AFL-CIO to discuss possible legal action against the freeze.

The Canadian reaction was unfavourable in both the business and labour communities. J.C. Whitelaw, Executive Vice-President of the Canadian Manufacturers' Association, stated that more than three billion dollars worth of Canadian exports to the United States, out of a total of eleven billion dollars worth, would be subject to the surtax. This would include most of Canada's manufactured exports, except for those covered by the auto pact and others such as crude oil, for which quotas are in effect.

He noted also that indirectly the effect would be even more serious because of the lower international value of the U.S. dollar. "The exchange differential will increase the disadvantage incurred by affected Canadian exports over and above the 10 per cent import tax," he said. The effects of all this would be disastrous for Canada: expansion of industrial production in Canada could be

retarded, and the level of unemployment increased; profit margins would be reduced, and less domestic capital would be available for investment.

Labour representatives in Canada had double cause for worry—both from the effect of the American surtax on Canadian exports and the example set by the wage-price freeze. CLC President Donald MacDonald warned that the Congress would oppose any such freeze in Canada "on the grounds that this kind of approach would be highly inequitable and hence unworkable in that it cannot be made to all forms of income." L.H. Lorrain, Canadian Director of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, told the union's Canadian caucus at its pre-convention meeting that wage and price controls were not a solution to Canada's economic problems. The convention later endorsed a resolution calling for an appeal directly to President Nixon to lift the surtax on Canadian products.

The unions' concern over the freeze found at least one confirmation in the statement by S.C. Eccles, Secretary of the Ontario Erectors Association, who advocated a wage freeze to get Ontario's construction business back into full operation. The effects of the surtax were more immediately and seriously evident. The E.B. Company, for example, announced that up to 111 will be laid off at its Ottawa-Hull plant unless imm ate action against the surtax is forthcoming. The pany said 21 workers in Ottawa-Hull and about the company's plant in Espanola, Ont., have alr been laid off. It is only one of many enterprises co ering similar action.

On September 7, the House of Commons took ste neutralize the depressing effects of the U.S. actio exports, production and employment. Industry, T and Commerce Minister Jean-Luc Pepin introduc bill into the Commons that would authorize the pa out of $80 million to help Canadian industries hit b surtax. By all-party agreement, the bill was give stant first reading, followed directly by discussio second reading. Eligibility of an industrial plan grant assistance will be determined by: the likelihoo the U.S. surcharge to cause "significant labour layo application of the surcharge to at least 20 per cent o plant's annual export production; and the underta by a company to maintain both employment and duction at a satisfactory level. The level of the gr based on last year's export totals, will run "up to thirds of the surtax applicable to the industrial plan

Toward a more committed trade unionism

The report presented by Jacques Brûlé, Québec Director of the Canadian Union of Public Employees, at the 8th convention of the organization's "Québec Council," held in Québec City on June 10 and 11, sheds some light on the present trends of trade unionism in the Province of Québec.

"Most North Americans are proud of the economic system in which they live—that is to say, proud of economic liberalism ... based essentially on economic strength," Mr. Brûlé declared. **The wage earners he said, "were crushed in the struggle between small and big giants." They have attempted to obtain a fairer share of the profits, and have thus "centered their union activity on claiming improvements in their working conditions and wages, instead of tackling social matters." It i ier to think of the immediate hopes—the collective a ment that will be negotiated at the end of the year- to change the whole system and socialize it. "B keep their margin of profit ... those holding the c will then make up for their loss by having the cons bear the brunt. And this consumer is you!"**

Brûlé indicated after a time, this system began deemed rather uncomfortable. "Workers talk about Sweden. The Swedish system is, by far, than ours." But "it is impossible to adopt this s here without completely reshaping our economic p ophy and policies. Sweden has had 150 years of i trial peace, and its political structures are highly

zed. The Swedish Government intervenes directly, and ot merely as a mediator, in the settlement of disputes. encourages co-operation between labour and man-gement and is even a party to this co-operation."

he trade union movement of 1971 must fight on two rallel fronts, Brûlé continued. The first is that of hav-g their demands met through traditional collective bar-ining, and the second consists of getting across the ea that, if union members really want to change the stem, they will "have to politicize their movement hich, until now, has devoted more than 75 per cent of energies to collective bargaining and has never been le to put up a serious battle at the social, political and onomic levels."

ade unionism in the service sector has made more ogress in the Province of Québec than in Ontario, id Brûlé. But Ontario has more primary industries an Québec, and Ontario workers are favoured both the number and the quality of jobs in this sector. The uébec worker has more restricted choice than the On-io worker, a fact borne out by the unemployment te in Québec, which is at least twice as high as that in ntario.

On the other hand, in some sectors, the Québec trade ionists, thanks to spectacular struggles, have man-ed to obtain from their employers working conditions at are as good as those of their neighbours. This is the se of employees of Hydro Québec and the City of ontreal. Certain groups in the sector of big business anaged also to obtain parity with the Ontario workers. us, the gap between the wages of the more favoured d those of the less favoured is much more striking in e Province of Québec.

Will this gap sooner or later break down solidarity ong various groups of workers?" Brûlé asked. "We ow very well that a growing number of unorganized rkers, unemployed, to say nothing of students, look on organized workers as privileged persons pleased h their social status." **He warned workers who have nefited from trade unionization not to think of them-ves and behave as a class jealously defending the vilege of being the only one to improve its working nditions.**

Jacques Brûlé

For several years, said Brûlé in his concluding remarks, the Québec Federation of Labour has been advocating the extension of bargaining rights. "The idea is gaining ground, and we are at the stage where all the implications of such formula—sectorial bargaining—must be examined. It is a case of establishing the machinery well, so that it can better serve the interests of all the workers, while offering each and every individual some control over his working environment."

Canada in 1985

Crystal-ball gazing based on sound scientific research predicts that the Canadian economy will undergo a major transition in the 1970s and 80s, emerging by 1985 into a post-industrial society characterized by mass consumption, technological advancement and affluence. These economic changes, stemming from the decline of industry as the prime motivating force in society, will be reflected in the corporate environment and in society as a whole.

These are some of the projections in a report of the Canadian Committee of the Hudson Institute, presented to the Canadian Public Relations Society's annual meeting in July in Vancouver. Dr. William Cruickshank, Chairman of the Canadian Committee and Vice President of Environmental Studies for Bell Canada, warned that "on the corporate side, a lot of traditional management beliefs long held almost sacred are in question today . . . The whole issue of so-called management prerogatives is in question under the heading of democratization."

It is precisely because the future holds radical changes that will necessarily fragment traditional social relationships and values that the Hudson Institute was formed. Under the direction of Herman Kahn, the Institut non-profit private research centre devoted to the s of major problems affecting such areas as public p and international development—originally from viewpoint of the United States only.

Daniel Bell, Chairman of the Commission of the 2000, sponsored by the American Academy of Arts Sciences, related its creation to a novel turn in the tory of prediction-making. "Every society today is sciously committed to economic growth, to raising standard of living of its people, and therefore tc planning, direction and control of social change, said in a book titled The Year 2000. Present foreca studies are therefore "oriented to specific social-p purposes; and along with this new dimension, they fashioned, self-consciously, by a new methodology gives the promise of providing a more reliable fou tion for realistic alternatives and choices, if not for e prediction."

ontinued Mr. Bell: **"What is central, therefore, to the esent future studies is the effort to sketch 'alternative tures'—in other words, the likely results of different oices, so that the polity can understand the costs and nsequences of different desires." Policy-makers will en be "in a position to deal with whatever future ac-ally arises, to be able to alleviate the bad and exploit e good."**

ne Canadian Committee of the Institute has therefore oduced its projections with the understanding that, cause they contain all the theory, logic, projection, servation and intuition possible, one should not be rprised if the projections turned out to be right. Ac-rdingly, in terms of economics, the average Canadian come will be about $5,300 per capita in the year 1985, from $3,450 in 1969 (using 1967 constant dollars), d Canada will therefore qualify as a post-industrial ciety by passing the $5,000 level the Hudson Institute fines as the minimum for such a society.

In making these projections, the Institute assumes that there will be world peace for the rest of the century, and that the accelerated growth rate since 1945 will continue. **Canada's population will reach 27.5 million by 1985. There will be no chronic labour shortage, unlike most highly industrialized societies, said Mr. Cruickshank, because there will be almost a 50-per-cent increase in the labour force.** It is also expected that by 1985, the population will be older and more mature, and that youth problems will recede in importance. The shorter workweek will have arrived, and more people will be taking second jobs.

The GNP will increase at an average annual rate of 4.75 per cent to reach $145 billion in 1985, double today's level. With this greater national wealth, more emphasis will be placed on human needs. **Issues affecting the**

quality of life, such as pollution and social problems and ways of dealing with them will receive greater prominence and a larger allocation of resources. Government at all levels will occupy 40 per cent or more of the GNP, compared with 34 per cent today, and an increasing portion of Canada's total expenditures, including investment, will be channelled through public agencies.

The trend toward the welfare state will continue, with a guaranteed annual income a reality by 1985; but income disparities will remain significant and highly visible. Regional alienation, separatism and economic inequalities will persist, but the Committee believes that concerted effort will keep Canada one united and independent country. Nationalism and independence from U.S. influences will continue to be emphasized. By 1985, most Canadians will be city dwellers. Urban growth will be well managed, and the city-state emerge as a threat to provincial and federal struct Increasing urbanism will be accompanied by r crime. Dissent and alienation will be more com with minority groups assuming greater import Their attack is expected to be focused on rema economic disparities. In this post-industrial society role of the family will decline in importance.

Externally, Canada's relative position will decline, that of other countries, such as Japan, will grow at a ter rate. Our economy will continue to depend he on trade, and our natural resources will still be in demand and will continue to provide a significant portion of national revenues. A decreasing percen of the GNP will be allocated to defence.

General topics

Employment review

Total employment in July, not adjusted for seasonality, was 8,554,000, an increase of 246,000 over the June level, and 253,000, or 3.0 per cent, higher than in July 1970. The actual number of persons unemployed (not seasonally adjusted) declined from 551,000 to 514,000, and was 4,000 less than in July 1970. The labour force, at 9,068,000, was 209,000 higher than in June, and 249,000, or 2.8 per cent, above the July 1970 level. The seasonally adjusted unemployment rate in July was 6.3, slightly lower than in June.

Employment

Between June and July employment among persons 14 to 24 was above average at 270,000, but declined by 40,000 among persons 25 and over.

Among major industries, the monthly increases above average in other primary industries, 11,000, finance, insurance and real estate, 10,000. There wa unusual increase in service, 42,000. Increases in agri ture and trade were average and in public admi tration, construction and transportation, com nication and other public utilities, below average.

Seasonally adjusted employment

The seasonally adjusted level of national employn rose to 8,111,000 from 8,049,000 in June. The incre were confined to Québec and Ontario and were pa ularly marked among women workers.

Unemployment

Compared with a year ago, unemployment at 514,000 was slightly lower than the July 1970 level of 518,000. The largest decline in unemployment was in Ontario where there was an above-average decrease of 35,000 from the June total. By age group, unemployment between June and July declined by 20,000 among persons 14 to 24 years and by 17,000 for those 25 years of age and over.

Seasonally adjusted unemployment rate

The seasonally adjusted unemployment rate declined slightly to 6.3 in July from 6.4 per cent in June. The monthly changes for main age and sex groups were relatively small, the largest being a decline in the rate for women aged 25 and over from 3.0 to 2.7 per cent of the labour force. Regionally, there was a decrease in the seasonally adjusted unemployment rate for Ontario from 5.1 to 4.6 per cent between June and July. There were increases in the Atlantic Region, Québec and the Prairie Region and no change in British Columbia.

U.S. employment

Unemployment in August was 5,100,000 compared with 5,300,000 in July. The seasonally adjusted rate of unemployment was 6.1 per cent compared with 5.8 per cent in the previous month; the actual rate of unemployment was 5.9 per cent compared with 6.2 per cent. The civilian labour force was 85,678,000.

Unemployment insurance fund

During July, 1971, 19,012 investigations were completed across Canada. Of these, 10,651 were on-premises investigations and 2,562 were selective investigations to verify the fulfilment of statutory conditions. The remaining 838 formal investigations and 4,961 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations, numbered 2,102. Prosecutions were begun in 67 cases, all against claimants. This does not include employer presecutions started by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in July totalled $55,490,172.44 compared with $51,835,158.64 in June and $56,714,551.54 in July 1970. Benefits paid in July totalled $43,870,629.02 compared with $49,199,842.42 in June and $43,854,344.73 in July last year. The balance in the Fund on July 31, 1971 was $258,747,974.96 compared with $247,128,431.54 at the end of June and $420,791,375.84 at the end of July 1970.

November credits

Unemployment insurance report, p. 742, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 746, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 748, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 725, 727, 728, 740. The Public Archives of Canada: p. 720. Murray Mosher: p. 723. George Hunter, Toronto: p. 732. CN Photo: p. 745.

Price indexes

Consumer, July

The consumer price index (1961 = 100) advanced 0.8 cent to 134.1 in July from 133.0 in June, and was 2.8 cent higher than in July 1970.

The food index increased 2.2 per cent to 133.3 f 130.4, in June and was 0.5 per cent above the s monthly period a year ago. In July, the price leve food consumed at home rose 2.5 per cent; restau meals advanced 0.8 per cent. Prices for fresh vegeta rose 9.2 per cent and fresh fruit 0.1 per cent. Incre registered among other fresh vegetables were: toma 27.2 per cent; onions 11.6 per cent; potatoes 10.0 cent and carrots 8.5 per cent. The meat, fish and pou index advanced 1.1 per cent, but was 2.2 per cent be its level of a year ago. Beef prices advanced 1.3 per c but pork prices, in response to special prices for bac declined 0.1 per cent to reach a level 14.4 per cent low that of July 1970. The poultry index rose 3.8 cent. Among staple foods, increases were recorded flour 0.5 per cent; butter 0.2 per cent; and bread 0.2 cent. Sugar prices declined 0.5 per cent. Most da product prices registered advances, and increased pri were also recorded for miscellaneous foodstuffs cluding catsup 2.6 per cent; jelly powder 2.3 per ce tea bags 2.0 per cent; doughnuts 1.6 per cent; and ve table soup 1.1 per cent. Margarine prices declined per cent, and egg prices 0.6 per cent to reach a level per cent below that of a year ago.

The housing index advanced 0.6 per cent to 137.1 fr 136.3 reflecting increases of 0.5 per cent in the shel component and 0.6 per cent in the household operat component. Within the shelter component, the ho ownership element advanced 0.8 per cent and re moved up 0.1 per cent. Within household operation, fuel and lighting index increased 0.5 per cent as hig rates were recorded in some cities for electricity and g Higher wages were recorded for household help in number of cities. An advance of 10 per cent in the po age index reflected basic changes in the surface and a mail rate structure. Increased prices for scouring po der, floor wax and detergents were responsible for a per cent rise in the household supplies index. Hig prices for towels and cotton sheets resulted in a 0.8 p cent advance in the household textiles index, and furniture index rose 0.3 per cent mainly due to creased prices for living room suites and kitchen se The utensils and equipment and floor coverings ind were unchanged. In the 12 months to July 1971 housing index advanced 4.3 per cent.

The clothing index advanced 0.4 per cent to 129.1 from 128.6, and was 1.7 per cent above its July 1970 level. The largest increase, 0.9 per cent, was recorded for the men's wear component and was mainly due to higher prices for suits, business shirts, undershorts, slacks and topcoats. These increases were partially offset by reduced prices for windbreakers, work trousers and nylon socks. The women's wear index was 0.3 per cent as higher prices for pyjamas and undergarments outweighed lower prices for hosiery and rayon dresses. The indexes for children's wear and footwear advanced 0.2 per cent. Sales on cotton and rayon dress material caused a 0.6 per cent decline in the prices of piece goods.

The transportation index was unchanged from its June level of 130.1 and was 3.9 per cent above its July 1970 level. Lower gasoline prices in a number of cities were responsible for a decrease of 0.2 per cent in the automobile operation component. There was an increase of 0.5 per cent in the price of motor oil. New car prices declined 0.1 per cent, with usual decreases as the model year progresses, more than offsetting higher prices for some models that are in short supply.

The health and personal care index was unchanged at 142.2 and was 1.7 per cent above its level of July 1970. A decline of 0.2 per cent in the personal care supplies' prices offset a 0.3 per cent increase in dentists' fees—attributable to higher dental charges in Manitoba. Lower prices for toilet soap, shaving cream and cleansing tissues were responsible for the decrease in the personal care supplies' index.

The recreation and reading index increased 0.1 per cent to 135.5 from 135.4 as a result of higher newspaper prices in some cities. It was 2.3 per cent higher than a year ago.

The tobacco and alcohol index at 128.7, was unchanged, and was 1.7 per cent above its July 1970 level. The liquor index decreased slightly because of a minor adjustment in Ontario prices, but this was not sufficient to move the component index.

City consumer, July

The consumer price index (1961 = 100) rose in all regional cities and city-combinations, with increases ranging from 0.2 per cent in Québec and Winnipeg to 0.7 per cent in Ottawa, mainly because of a rise in most of the cities' food indexes.

Food indexes advanced at least 1.0 per cent in all cities except St. John's and Vancouver where increases of 0.8 per cent were recorded, and Winnipeg, where there was a decline of 0.2 per cent. In the 12 months July 1970-71, food indexes for all cities except Edmonton-Calgary and Vancouver rose no more than 1.0 per cent. Increases in the latest month were mainly as a result of higher quotations for beef cuts and fresh vegetables. The housing components advanced in all cities; clothing indexes increased in 10 cities, declined in one, and remained unchanged in one. Components for transportation and for health and personal care registered mixed movements across the country. Recreation and reading indexes rose in two cities because of increased newspaper subscription rates. The components for tobacco and alcohol in all cities were unchanged.

Other price changes were: Ottawa +0.9 to 131.8; Halifax +0.8 to 127.6; Montreal +0.7 to 127.2; Toronto +0.7 to 130.2; Saint John +0.6 to 126.1; Edmonton-Calgary +0.6 to 128.2; Saskatoon-Regina +0.5 to 123.7; Vancouver +0.5 to 127.3; St. John's +0.4 to 124.1; Winnipeg +0.2 to 128.9.

Wholesale

The general wholesale index (1935-39 = 100) increased 0.6 per cent in July to 291.0 from the revised June index of 289.4. It was 1.7 per cent higher than the July 1970 index of 286.0. Each of the eight major group indexes were higher than in June 1971.

The wood products group index advanced 1.0 per cent to 399.0 from 394.9 on higher prices for fir, spruce, and cedar. A rise of 0.8 per cent to 317.9 from 315.5 in the iron products group index was mainly due to price increases for rolling mill products, wire and pipe and tubing, offset only partially by the continuing decline in scrap. Higher prices for milk and its products, and cured meats, were the principal items responsible for an increase of 0.5 per cent to 322.5 from 321.0 in the animal products group index. The non-metallic mineral products group index moved up 0.5 per cent to 226.7 from 225.5 on higher prices for asbestos and lime. There were increases of 0.3 per cent or less in four major group indexes; vegetable products to 238.0 from 237.4, textile products to 262.2 from 261.5, chemical products to 240.5 from 239.8, and non-ferrous metals to 263.0 from 262.4.

Unemployment insurance report

A total of 142,000 initial and renewal claims were filed in local UIC offices across Canada during June, a decline of 13,000 or 9 per cent from the May 1971 figure of 155,000. The current total represents a modest increase of 4,000 or 3 per cent in claims filed during June 1970.

All provinces, except for Prince Edward Island, which showed a 4 per cent rise, shared in the decrease in claims filed for the May to June 1971 comparison, ranging from a low of 3 per cent in British Columbia to a high of 35 per cent in Newfoundland. The year-to-year comparison, however, revealed that all provinces recorded heavier claim loads ranging from 3 per cent to 43 per cent, with the exception of British Columbia which reported a 30 per cent decline.

At the end of June, a total of 420,000 claimants for unemployment insurance benefit were registered at

Summary Table

Activity	June 1971	May 1971	June 1970	Cumulative Data: January to June 1971	Cumulative Data: mon end J 1
			(in thousands)		
Insured population at end of month	—	5,767	5,672	—	—
Initial and renewal claims filed:					
Total	142†	155	138†	1,222	2,29
Initial	109	126	101	965	1,74
Renewal	32	29	38	257	55
Claimants currently reporting to local offices	420	496	442	721*	59
Beneficiaries (weekly average)	279	550	254	574	42
Weeks compensated	1,396	2,199	1,144	14,691	22,16
Benefit paid	49,200**	77,541**	40,509	527,689**	788,84
Average weekly benefit	$35.25*	$35.26*	$35.39	$35.92**	$35.5

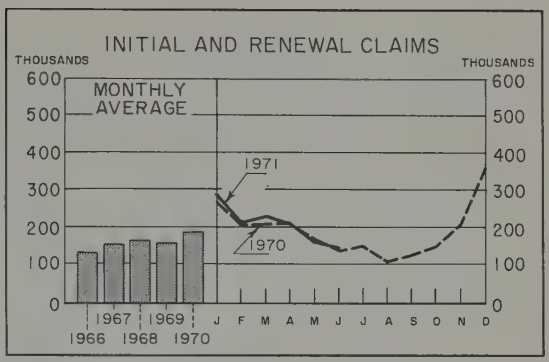
* Monthly average.
† Discrepancy between totals and subtotals due to rounding.
**Supplementary unemployment insurance benefits not included.

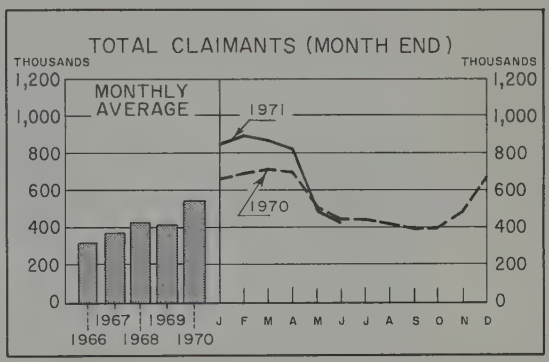
offices in Canada, a drop of 76,000 or 15 per cent from the previous month. The decline in the month-end count was spread throughout all provinces with a minimum reduction of 11 per cent.

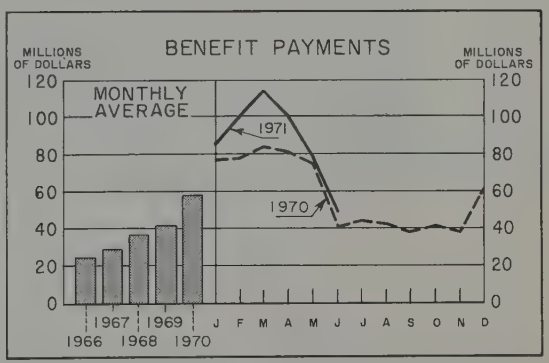
For the June 1970 to June 1971 comparison, a decrease of 5 per cent in the total count resulted because of fewer claimants in Quebec, Ontario and British Columbia. The remaining provinces reported larger numbers of claimants registered this year than in 1970. Male claimants were 15 per cent fewer, while females rose by 13 per cent.

The estimate of the average number of weekly beneficiaries in June was 279,000, 49 per cent less than the May estimate of 550,000 but 10 per cent greater than the estimate of 254,000 for June 1970. The decline in the month-to-month figures is attributed for the most part to the termination of the seasonal benefit in mid-May. The monthly average of beneficiaries for the first half of 1971 stands at 574,000, some 87,000 or 18 per cent higher than in the same period for 1970

Benefit payments and average weekly benefits (in parentheses) amounted to $49 million ($35.25) in June, $78 million ($35.26) in May, and $41 million ($35.39) in June 1970. The Supplementary Unemployment Insurance Benefit of 10 per cent, effective January 3, 1971, has not been included in the above figures.







Employment fatalities

Second quarter, 1971

There were 143 employment fatalities in industry during the second quarter of 1971, according to initial reports submitted to the Department of Labour. This figure compares with the final total of 198 fatalities reported for the second quarter of 1970, 41 more than the previously published total of 157 for that quarter (LG, Nov. 1970, p. 111). The revised data on the first quarter of 1971 indicate that there were 209 employment fatalities recorded in Canada, 48 more than the preliminary figure of 161 (LG, Aug., p. 525). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They also include deaths resulting from industrial diseases.

During the second quarter of 1971, 10 multi-fatality accidents were reported, providing information on the deaths of 25 workmen. Two men in St. John, B.C., died of gas inhalation at an oil field construction site, and another three men perished in a flash fire when an oil well blew in Saskatchewan. Two separate aircraft crashes claimed the lives of three men each, one near Cranbrook, B.C., and the other near Dorval, Qué. A blasting accident resulted in the deaths of two workers in the mining locality of Thompson, Man. Near Campbell, B.C., two men died from exposure when their boat struck a deadhead and sank during a storm. In another water accident, three men drowned on a fishing trip in the Gulf of St. Lawrence when their boat capsized and sank. Bowden, Alta., was the scene of a head-on t accident that took the lives of two railway employ and a truck-car head-on collision resulted in the de of two Ottawa area residents as they were retur from a staff training session. In Sarnia, Ont., three struction men were electrocuted on a construction when the boom on their crane touched a hydro line.

Of the 143 fatalities reported, the largest number, 2 20.3 per cent, occurred in the transportation indu (see Table H for complete statistics). Twenty-eight talities occurred in construction, 26 in manufactur 16 in mining, 13 in the service industry, 11 in fores 10 in trade, 6 in public administration, and 4 in fish No fatalities were reported in agriculture or finance.

Table H indicates that, for the seven age gro analyzed, 28.6 per cent of the fatalities occurred in 35-44 grouping; 20.3 per cent in the 45-54 age gro 16.8 per cent in the 55-64 age group; 14.7 per cent in 25-34 age group; 11.2 per cent in the 65-and-c group; 4.2 per cent in the 20-24 age group; and 2.8 cent in the 14-19 age group. For two fatalities, accou ing for 1.4 per cent, no ages were given for the empl ees involved.

The occupational group of craftsmen incurred the la est number of fatalities, with 43 or 30.0 per cent of total. At the other extreme were the clerical grou with one fatality, representing 0.7 per cent, and agric ture and sales occupations with no reported fatalities.

Table H reveals also that most of the fatalities, 38 26.5 per cent, were the result of collisions and der ments. Falls and slips, and being struck by an obj ranked second, each with 29 fatalities or 20.3 per cent the total. The least number of accidents resulted fr over-exertion, with 3 fatalities or 2.1 per cent, and fr striking-against mishaps where there were no fatalit reported.

Preliminary reports indicate that there were no fatalit in Prince Edward Island, the Northwest Territories the Yukon for the second quarter of 1971. The 143 talities were recorded by province as follows: 1 in Ne foundland, 2 in Nova Scotia, 6 in New Brunswick, 17 Québec, 45 in Ontario, 6 in Manitoba, 9 in Saskatch wan, 19 in Alberta and 38 in British Columbia.

Revised figures for the second quarter of 1971 will published in the February 1972 issue of The Labo Gazette.

Railway arbitration

One dispute was dealt with by the Canadian Railway Office of Arbitration in Montreal on July 13, 1971. The case was decided in the company's favour.

Case No. 295: An ex parte dispute between CP Rail (Eastern Region) and the United Transportation Union over failure to agree on the elimination of the position of head-end brakeman on four passenger trains.

The company's representatives had complied with the terms of the collective agreement to the letter. They had first notified the local and general chairmen of the union of their intention. The union, after discussing the matter with company officials, invoked its right to dispute the deletion because of possible safety hazards and overwork of the remaining crew members. The company held the mandatory one-week survey period, during which time the union representatives observed operations of the trains in question, and compiled specific examples to back their objections. Among a list of ten items, they noted that the head-end brakeman would no longer be there to help the conductor look after the day coach passengers, to do inspections, air brake tests, or switching, to lend a hand in case of an accident or to control unruly passengers. The arbitrator granted that passengers might be inconvenienced by the deletion, but said that this matter was not within his purview. He dealt with the ten items in turn and concluded that neither separately nor together did they constitute a safety hazard or a burden for others. The case was therefore decided in the company's favour.

Certification

The Canada Labour Relations Board met for one day during August. It granted three applications for certification, rejected one, and permitted the withdrawal of three. During the month the Board received 22 applications for certification and four requests for review of earlier decisions.

Applications for certification granted

Canadian Air Line Employees' Association on behalf of a unit of sales and traffic employees employed in Canada by Pacific Western Airlines Ltd., Vancouver, B.C. (LG, Sept., p. 631).

International Union of Operating Engineers, Local 115, on behalf of a unit of pile driving employees employed in the Yukon Territory by Yukon Construction Company Limited, Edmonton, Alta. (LG, July, p. 477).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Vanstor Transport Co. Ltd., Richmond Hill, Ont. (LG, Sept., p. 631).

Application for certification rejected

Local 518, International Longshoremen's and Warehousemen's Union, Canadian Area, applicant, and Superintendence Company (Canada) Ltd., Vancouver, B.C., respondent. The Board held that the application was rejected because the applicant had requested permission to withdraw the application in which a hearing had been fixed (LG, Sept., p. 631).

Applications for certification received

United Steelworkers of America on behalf of a uni catering employees located at Yellowknife, NWT, ployed by Dominion Catering Company Limited, ronto, Ont. (Investigating Officer: A.E. Koppel).

Seafarers' International Union of Canada on behal unlicensed employees employed aboard vessels of Line Limited, Saint John, N.B. (Investigating Offi R.L. Kervin).

Canadian Brotherhood of Railway, Transport and G eral Workers on behalf of a unit of licensed ships' cers employed by Canadan National Railways, M treal, Que. aboard the Car Ferry Service in Sarnia, (Investigating Officer: K. Hulse).

Canadian Brotherhood of Railway, Transport and G eral Workers on behalf of a unit of unlicensed emp ees employed by Canadian National Railways, M treal, Que. aboard the Car Ferry Service in Sarnia, (Investigating Officer: K. Hulse).

Brotherhood of Railway, Airline and Steamship Cle Freight Handlers, Express and Station Employees behalf of a unit of watchmen employed by West Terminals Limited, Corner Brook, Nfld. (Investiga Officer: W.J. Gillies).

Le Syndicat des Employés Salariés de l'Aluminium Canada Limitée, Port-Alfred, on behalf of a unit clerks and other office employees and tug captains ployed by Aluminium du Canada Limitée, Port-Alf Qué. (Investigating Officer: Miss M.-P. Bigras).

Le Syndicat des Employés de l'Aluminium du Cana Limitée, Port-Alfred, on behalf of a unit of patrolm and gatemen employed by Aluminium du Cana Limitée, Port-Alfred, Qué. (Investigating Officer: M M.-P. Bigras).

Le Syndicat des Employés de l'Aluminium du Cana Limitée, Port-Alfred, on behalf of a unit of longsho men, maintenance men, lineman-tug, and other ployees employed by Aluminium du Canada Limit Port-Alfred, Qué. (Investigating Officer: Miss M. Bigras).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Meyers Transport Limited, Campbellford, Ont. (Investigating Officer: H.A. Fisher).

General Truck Drivers and Helpers Local 31, General Teamsters Union, Local 181, General Teamsters Local 362, Chauffeurs, Teamsters and Helpers Local 395, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Little Chief B-Line Express Ltd., Calgary, Alta. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local Union No. 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and a unit of employees employed by Loiselle Transport Limited, Vancouver, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Union Local 181, General Teamsters Local 362, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Gill Alltrans Express Ltd., Burnaby, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Kingsway Freightlines Ltd., Burnaby, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Canadian Freightways Ltd., Calgary, Alta. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Johnston Terminals Ltd., Vancouver, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Shorty's Transport Ltd., Calgary, Alta. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by M & P Transport (Western) Ltd., Edmonton, Alta. (Investigating Officer: A.A. Franklin).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenter and apprentice employees of Solar Construction Northern Limited, Edmonton, Alta., employed in the District of MacKenzie and that portion lying directly North (Investigating Officer: A.E. Koppel).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenter and apprentice employees of Poole Construction Ltd., Edmonton, Alta., employed in the District of MacKenzie and that portion lying directly North (Investigating Officer: A.E. Koppel).

General Teamsters Union Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by A & A Trucking Ltd., Kamloops, B.C. (Investigating Officer: D.H. Cameron).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (System Division No. 7) on behalf of a unit of employees of Canadian Pacific Air Lines Limited, Vancouver, B.C., employed in Flight Crew Scheduling Offices.

Requests for review

The Board received a request from the Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for a review of its decision of July 29, 1971. The Board's decision rejected the application for certification it had made for a unit of telephone operators employed by Voyageur (1969) Inc., Montreal Que., because the unit as applied for is not appropriate for collective bargaining (LG, Oct., p. 690).

The Board received a request from the National Association of Broadcast Employees and Technicians seeking amendment of the Board's Orders of March 22, 1957, and May 31, 1957, which certified it as the gaining agent of a unit of employees of Newfound Broadcasting Company Limited, St. John's, Nfld.

The Board received a request from the National A ciation of Broadcast Employees and Technicians s ing an amendment of the Board's Order of Apr 1971, that certified it as the bargaining agent of a ur employees employed at radio stations CHLT-AM CHLT-FM by CHLT Radio Sherbrooke Limitée, S brooke, Qué. (LG, May, p. 398).

The Board received a request for review from the tional Association of Broadcast Employees and T nicians seeking amendment of the Board's Orde April 5, 1971, that certified it as the bargaining ager a unit of employees employed at television sta CHLT-TV by CHLT-TELE-7 Ltée, Sherbrooke, (LG, May, p. 329, June, p. 398).

Conciliation

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

CHLT Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

CHLT Télé-7 Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

Telegram Printing & Publishing Co. Ltd. (Radio Stat CKTS-AM), Sherbrooke, Qué., and National Asso tion of Broadcast Employees and Technicians (C ciliation Officer: M. Archambault).

St. Eustache Transport Inc., St. Eustache, Qué., a Transport Drivers, Warehousemen and Helpers' Uni Local 106 (Conciliation Officer: M. Archambault).

The St. Lawrence Seaway Authority (Engineering Branch) and Public Service Alliance of Canada (Conciliation Officer: H. A. Fisher).

Maurice Guillemette Inc., St-Grégoire, Cté Nicolet, Qué., and Local 298, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: M. Archambault).

Alaska Trainship Corporation and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

Consolidated Aviation Fueling of Toronto Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg., Man., and Local 272, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local P1145 (Conciliation Officer: D. H. Cameron).

. M. Trimble & Sons Ltd., Calgary, Alta., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Canadian National Hotels Limited (Bessborough Hotel), Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

Can-American World Airways Incorporated, Toronto, Ont., and Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees, Montréal and Vicinity, Local 931 and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

Zenith Transport Ltd., Burnaby, B.C., and General Drivers and Helpers, Local 31 (Conciliation Officer: A. A. Franklin) (LG, Sept., p. 627).

Yukon Builders' Exchange and Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; 918 Construction Ltd., and Liard Construction Ltd.), Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: G. W. Rogers) (LG, Aug., p. 546).

Yukon Builders' Exchange & Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; and 918 Construction Ltd.), Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers) (LG, July, p. 478).

Len Doey Construction, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499 (Conciliation Officer: G. W. Rogers) (LG, July, p. 478).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: C. A. Ogden) (LG, June, p. 394).

Conciliation boards appointed

Alaska Trainship Corporation and Seafarers' International Union of Canada (see above).

Bell Canada, Montréal, Qué., and Traffic Employees' Association (LG, Oct., p. 692).

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association, Local 517–I.L.W.U. (LG, Oct., p. 692).

Nordair Limited, Montréal International Airport, and Canadian Air Line Pilots' Association (LG, Sept., p. 627).

Canadian Lake Carriers' Association (representing certain member companies) and Canadian Marine Officers' Union (LG, Aug., p. 545).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established to deal with a dispute between Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362, and General Truck Drivers and Helpers, Local 31 (LG, Oct., p. 692) was fully constituted with the appointment of D. C. McDonald, Edmonton, as chairman. Mr. McDonald was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Rudolf Antonio and union nominee Duncan Stewart, both of Edmonton.

The Board of Conciliation and Investigation established to deal with a dispute between Motor Transport Industrial Relations Bureau of Ontario (Inc.), Rexdale, Ont., (representing various trucking companies) and Teamster Locals 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (LG, Oct., p. 693) was fully constituted with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, bureau nominee H. J. Clawson, and nominee for the unions, Henry Kobryn, both of Toronto.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Broadcasting Corporation, and Service Employees' International Union, Locals 183, Ottawa and 204, Toronto (LG, Oct., p. 693) was fully constituted with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Raymond Caron, Q.C., Montréal and union nominee Drummond Wren, Agincourt, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Brotherhood of Railway, Transport and General Workers (LG, Oct., p. 693) was fully constituted with the appointment of D. R. Blair, Vancouver, as chairman. Mr. Blair was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Mahoney and union nominee Karl Reich, both of Vancouver.

The Board of Conciliation and Investigation estab
to deal with a dispute between Canadian Pacific
way Company (British Columbia Lake & River Se
and Canadian Merchant Service Guild (LG, O
693) was fully constituted with the appointment
R. Blair, Vancouver, as chairman. Mr. Blair wa
pointed by the Minister on the joint recommendat
the other two members of the Board, company no
R. A. Mahoney and union nominee Tom McC
both of Vancouver.

The Board of Conciliation and Investigation establ
to deal with a dispute between Radio Lac St-Jean
(CFGT), Alma, Qué., and National Associatio
Broadcast Employees and Technicians (LG, Oc
693) was fully constituted with the appointment o
bert Cliche of Ville St-Joseph de Beauce, Qué., as c
man. Mr. Cliche was appointed by the Minister o
joint recommendation of the other two members c
Board, company nominee Arthur Matteau, Mon
and union nominee Philémon Beaudin, Keno
Qué.,

Conciliation board reports received

Eldorado Nuclear Limited (Mining and Exploratio
vision), Eldorado, Sask., and United Steelworke
America (LG, Sept., p. 629). (Full text appears in
plement No. 6, 1971).

The Canada Coach Lines Limited, Hamilton, Ont.,
Amalgamated Transit Union, Division 107 (LG, A
p. 547). (Full text appears in Supplement No. 6, 197

Settlement by conciliation board

Nation-Wide Interior Maintenance Co. Ltd., Mont
Que., and Building Service Employees Union, L
298-Q.F.L. (LG, Sept., p. 629).

Settlement before board fully constituted

The Newfoundland Broadcasting Company Lim
(Radio and Television Stations CJON, CJOX, CJ
St. John's, Nfld., and National Association of Broa
Employees and Technicians (settlement reached
mediation assistance of W. J. Gillies) (LG, July, p. 4

Strike action

Eldorado Nuclear Limited (Mining and Exploration
vision), Eldorado, Sask., and United Steelworker
America (strike commenced August 30) (See above).

Decisions of the Umpire

Cub 3001. The claimant originally submitted a claim for benefits on September 2, 1969, after losing her job as a hairdresser on August 29 because of a lack of work. On April 22, 1970, she informed the area UIC office that she had in fact continued to work Fridays for her former employer and had kept herself available for full-time employment with him until December 1. During this period, she had made no effort to find other employment personally or by registering with the Manpower Centre. She was not available for employment the other days of the week from December 1 on because of family responsibilities. She pointed out that, in her reports to the Commission, she had always answered "No" to the question: "Were you ready, able and willing to work each day?" On April 27, she was notified that she was disqualified from receiving benefits from April 12, 1970, because of her unavailability for employment.

The claimant appealed to the Board of Referees, who ruled in her favour. They said that the circumstances had been known to the local office from the beginning and yet she had received benefits. No new circumstances had arisen to change her status. The insurance officer disagreed with the decision and appealed to the Umpire.

The Umpire stated that a mistake made in the past did not have to be repeated indefinitely. He noted that the claimant had not fulfilled the requirements for availability from the beginning, and therefore ordered benefits to cease as of April 12, although benefits paid previously were not to be returned.

Publications in the library

List No. 272

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Brain drain

■ **No. 1—Weiermair, Klaus.** Economic implications of the international migration of high level manpower. [Toronto] York University, Faculty of Administrative Studies [1970?] 17 p. A reprint from International Migration, vol. 2/2 1970.

Canada—politics and government

■ **No. 2—Cook, Ramsay.** The maple leaf forever; essays on nationalism and politics in Canada. Toronto, Macmillan [c1971] 253 p.

■ **No. 3—Dawson, Robert MacGregor.** The Government of Canada. 5th ed. revised by Norman Ward. Toronto, University of Toronto Press [1970] 569 p.

Collective bargaining

■ **No. 4—Johnston, Thomas Lothian.** Public sector and white collar bargaining. [Kingston, Ont.] Industrial Relations Centre, Queen's University [1970] 167-183 p. Queen's University. Industrial Relations Centre. Reprint series, no. 15. Reprinted from the Scottish journal of political economy, June 1970, v. 17.

■ **No. 5—New Brunswick. Department of Labour.** Collective agreement analysis. [Fredericton, 1970] 125 p. The study covers only agreements effective as of Dec. 31, 1969.

Conferences

■ **No. 6—Dalhousie Labour Institute for the Atlantic Provinces, Halifax, 1969.** Dalhousie Labour Institute for the Atlantic Provinces, May 26-30, 1969. [Proceedings] Halifax, Institute of Public Affairs, Dalhousie University, 1970. 74 p. Contents: Overcoming regional disparity in wages. The Goldenberg report and the construction industry in the Atlantic Provinces. Arbitration on problems during the life of the collective bargaining. Labour and human rights. The Swedish system in the Atlantic Provinces: would it work.

■ **No. 7—Industrial Relations Research Association.** Proceedings of the twenty-third annual winter meeting, December 28-29, 1970, Detroit. Edited by Gerald G. Somers. [Madison, 1971] 394 p.

■ **No. 8—McGill University, Montreal. Industrial Relations Centre.** Innovations in industrial organization and labour relations. [Nineteenth Annual conference, March 4 and 5, 1970] Frances Bairstow: editor. [Montreal, 1970?] vi, 143 p. Contents: The changing role of government in labour relations [by] Robert Sauvé. Innovation in management organization, corporate structure, and the social relations of industry [by] Neil Chamberlain. Human problems confronting contemporary management-labour relations [by] M. Scott Myers. Organizational change in a retail industry [by] John Paré. A union view of social change [by] Andy Andras. Problems and prospects [by] the Hon. Mr. Bryce Mackasey, PC, MP, Minister of Labour. The elimination of time clocks and the establishment of a salary policy for hourly-paid employees at Alcan Kingston Works [by] Fred C. Whitney. The introduction of works councils into the Northern Electric system [by] Charles Baillie [and] Jim Garrett. Discipline without punishment [by] John Huberman.

■ **No. 9—Québec (City). Université Laval. Département des relations industrielles.** Pouvoir et "pouvoirs" en relations du travail [par] Gérard Dion [et al.] Québec, Les Presses de l'Université Laval, 1970. 184 p. "Les études . . . ont été préparées pour le 25e Congrès des relations industrielles de l'Université Laval tenu à Québec les 6 et 7 avril 1970."

Economic conditions

■ **No. 10—Armstrong, Muriel.** The Canadian economy and its problems. [Scarborough, Ont.] Prentice-Hall of Canada [1970] x, 257 p.

■ **No. 11—Atlantic Provinces Economic Co** Regional development and public finance. [Freder 1970. 42 p.

■ **No. 12—Caves, Richard Earl.** Capital transfers economic policy; Canada, 1951-1962 [by] Richa Caves and Grant L. Reuber, with Robert W. Bag John M. Curtis [and] Raymond Lubitz. Cambr Mass., Harvard University Press, 1971. xviii, 432 p.

■ **No. 13—Faucher, Albert.** Histoire économiqu unité canadienne. Préface de Pierre Harvey. Biobi graphie par Jean Hamelin. Montreal, Fides [c1 xxix, 296 p.

■ **No. 14—Trimble, William Burbage Smythe.** Ur standing the Canadian economy. 4th rev. ed. Tor Copp Clark Pub. Co. [1969, c1957] vii, 272 p.

Economic councils

■ **No. 15—Malles, Paul.** Economic consultative ies: their origins and institutional characteristics. Wi preface by Arthur J.R. Smith. [Ottawa, Informa Canada] 1971. xii, 239 p. This is a study prepared the Economic Council of Canada. Title in French: organismes de consultation économique; leurs orig et leurs caractéristiques institutionnelles.

Ethnic groups

■ **No. 16—Lieberson, Stanley.** Language and eth relations in Canada. New York, Wiley [1970] xii, 264

■ **No. 17—Marunchak, Michael H.** The Ukrain Canadians: a history. Winnipeg, Ottawa, Ukrain Free Academy of Sciences [1970] 792 p.

Income

■ **No. 18—Kumar, Pradeep.** Long-run changes in labour share of national income in Canada, 1926-19 Kingston, Ont., Industrial Relations Centre, Que University, 1971. xi, 49 p. A revised version of the thor's M.A. thesis, submitted to Queen's University.

ndustrial relations

No. 19—Hikl, Mario. Labour arbitration and edu-ation; a handbook for Canadian Union of Public Em-loyees, by Mario Hikl [and] James Dowell. 2d ed. Ot-awa, CUPE, 1970. vi, 140 p.

No. 20—MacDowell, George F. The Brandon Pack-rs strike; a tragedy of errors. Toronto, McClelland and tewart [c1971] 305 p.

abouring classes

No. 21—Miller, Richard Ulric, ed. Canadian labour transition, edited by Richard Ulric Miller and Fraser sbester. Scarborough, Ont., Prentice-Hall of Canada 1971] xviii, 266 p. Contents: The Canadian labour arket, by Sylvia Ostry. Federal manpower policies, by erald G. Somers. The direction of unionism in Can-da, by Arthur M. Kruger. The philosophy of the Cana-an labour movement, by Aranka E. Kovacs. Trade nion structure and philosophy: need for a reappraisal, y C. Brian Williams. Canadian collective bargaining: nalysis and prospects, by Syed M.A. Hameed. Orga-zed labour and politics in Canada, by Richard Ulric iller. Quebec labour in perspective, 1949-1969, by raser Isbester.

No. 22—Paynter, Will. British trade unions and the roblem of change. Montreal, McGill-Queen's Univer-ty Press, 1970. 172 p.

No. 23—Rees, Albert. The current state of labour conomics. Kingston, Ont., Industrial Relations Centre, ueen's University, 1971. 6 p. Queen's University. In-ustrial Relations Centre. Reprint series, no. 16. This is reprint of a paper delivered at the Conference of Ca-adian Labour Economists held at Queen's University, ingston, Ont., Feb. 26-27, 1971.

No. 24—Westley, William A. The emerging worker; uality and conflict in the mass consumption society y] William A. Westley and Margaret W. Westley. ontreal, McGill-Queen's University Press, 1971. 155

anufactures

No. 25—Girard, Jacques. Géographie de l'industrie anufacturière du Québec. Québec, Ministère de ndustrie et du Commerce, 1970. 2v. Thesis h.D.)—University of Montréal, 1969. Vol. 2 with sub-le "Annexe cartographique".

Paper making industry and trade

■ **No. 26—British Columbia.** Department of Industrial Development, Trade and Commerce. Economics and Statistics Branch. The pulp and paper industry of British Columbia. Victoria, 1970. 81 p.

■ **No. 27—Dagenais, Marcel Gilles.** The determination of the output and price levels in the North American newsprint paper industry. [Ann Arbor, Mich., University Microfilms, 1971, c1965] vi, 272 p.

Railroads

■ **No. 28—Chodos, Robert.** Right-of-way; passenger trains for Canada's future. [Ottawa] United Transportation Union [and others, 1971] 99 p.

Royal Commission on Bilingualism and Biculturalism

■ **No. 29—Armstrong, Donald Eugene.** Education and economic achievement. [Ottawa, Information Canada, 1970] 101 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 7.

■ **No. 30—Dofny, Jacques.** Les ingénieurs canadiens-français et canadiens-anglais à Montréal. [Ottawa, Information Canada, 1970] 231 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 6.

■ **No. 31—Morrison, Robert Neil.** Corporate adaptability to bilingualism and biculturalism; a study of policies and practices in large Canadian manufacturing firms. [Ottawa, Queen's Printer, 1970] 389 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 5.

Royal Commission on the Status of Women

■ **No. 32—Bossen, Marianne.** Patterns of manpower utilization in Canadian department stores. [Ottawa, Information Canada, 1971] 105 p. Canada. Royal Commission on the Status of Women. Studies, 3.

■ **No. 33—Cultural tradition and political history of women in Canada;** [three essays. Ottawa, Information Canada, 1971] 29, 55, 31 p. Studies, 8. Contents: The cultural tradition of Canadian women: the historical

background, by Margaret Wade Labarge. History of the status of women in the Province of Quebec, by Micheline D.-Johnson. History of women's rights in Canada, by Margaret E. MacLellan.

■ **No. 34—Lacasse, François D.** Women at home: the cost to the Canadian economy of the withdrawal from the labour force of a major proportion of the female population. [Ottawa, Information Canada, 1970] 28 p. Studies, 2.

■ **No. 35—Lambert, Ronald Dick.** Sex role imagery in children: social origins of mind. [Ottawa, Information Canada, 1971] 156 p. Studies, 6.

Students—employment

■ **No. 36—Ontario. Department of Labour. Research Branch.** Summer employment of Ontario secondary school students, 1969, prepared by H. Richard Hird and Michel D. Lagace. [Toronto, 1971] 56 p.

Task force on labour relations

■ **No. 37—Belanger, Laurent.** Évolution du patronat et ses répercussions sur les attitudes et pratiques patronales dans la Province de Québec. Ottawa [Queen's Printer] 1970. 115 p. Étude no 14.

■ **No. 38—Brown, Donald J.M.** Interest arbitration. Ottawa [Information Canada] 1968 [i.e. 1970] 310 p. Study no. 18.

■ **No. 39—Jamieson, Stuart Marshall.** Times of trouble: labour unrest and industrial conflict in Canada, 1900-66. Ottawa [Information Canada] 1968 [i.e. 1971] 542 p. Study no. 22.

■ **No. 40—Mikalachki, Alexander M.** Management's views of union-management relations at the local level, by A. Mikalachki, G. Forsyth [and] J. J. Wettlaufer. Ottawa [Information Canada] 1968 [i.e. 1970] 98 p. Study no. 17.

■ **No. 41—Muir, James Douglas.** Collective bargaining by Canadian public school teachers. Ottawa [Information Canada] 1968 [i.e. 1971] 382 p. Study no. 21.

■ **No. 42—Verge, Pierre.** Les critères des conflits créant une situation d'urgence. Ottawa [Information Canada] 1967 [i.e. 1971] 252 p. Study no. 23.

Wages and hours

■ **No. 43—Downie, Bryan McKay.** Relationship tween Canadian-American wage settlements; an pirical study of five industries. Kingston, Ont., In trial Relations Centre, Queen's University, 1970. 257 p. Research series, no. 18.

■ **No. 44—Nova Scotia. Department of Labour. nomics and Research Division.** Average weekly w and salaries in the sixties by industry for Nova Sc [Halifax, 1970] v, 35 p.

Miscellaneous

■ **No. 45—Consumers' Association of Canada.** A c munity information network. Ottawa [1971?] 51 p.

■ **No. 46—Economic Council of Canada.** Repor intellectual and industrial property. [Ottawa Infor tion Canada] 1971. x, 236 p. This is the 3rd and fina port in a series. The first two reports were: (1) Int report, consumer affairs and the Department of Registrar General, and (2) Interim report on c petition policy.

■ **No. 47—Jacobus, William W.** Manic 5; the build of the Daniel Johnson Dam, by Lili Réthi and Will W. Jacobus. Foreword by the Hon. Robert Boura Garden City, N.Y., Doubleday, 1971. 165 p. Text by W. Jacobus; illustrations by Lili Réthi.

■ **No. 48—Kinsella, Noel A.** The European model the protection of human rights. [Fredericton] N Brunswick, Human Rights Commission, Departmen Labour [1971] 62 p.

■ **No. 49—Ontario Economic Council.** Municipal form: a proposal for the future. [Toronto, 1971] 30 p.

■ **No. 50—Rea, Kenneth John, comp.** Business a government in Canada: selected readings, edited by J. Rea [and] J. T. McLeod. Toronto, Methuen [c19 xiv, 412 p.

■ **No. 51—Sewell, David O.** Training the poor; a b efit-cost analysis of manpower programs in the U anti-poverty program. Kingston, Ont., Industrial Re tions Centre, Queen's University, 1971. xiv, 153 Queen's University. Industrial Relations Centre. search series, no. 12.

abour Statistics

ncipal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*				
Week ended August 21, 1971		8,972	− 1.1	+ 2.9
Employed		8,517	− 0.4	+ 3.0
Agriculture		622	+ 1.6	+ 1.3
Non-agriculture		7,895	− 0.6	+ 3.1
Paid workers		7,390	− 0.3	+ 3.0
At work 35 hours or more		6,331	+10.9	+ 3.7
At work less than 35 hours		1,080	+ 4.8	+ 3.9
Employed but not at work		1,107	−38.9	− 1.7
Unemployed		455	−11.5	+ 1.6
Atlantic		47	− 7.8	+20.5
Québec		166	− 9.8	− 2.9
Ontario		140	−11.9	+12.9
Prairie		51	−16.4	+ 2.0
British Columbia		51	−13.6	−20.3
Without work and seeking work		437	−10.3	+ 2.6
On temporary layoff up to 30 days		18	−33.3	−18.2
DUSTRIAL EMPLOYMENT (1961 = 100)†	June	132.1	+ 3.0	+ 1.9
Manufacturing employment (1961 = 100)†	June	125.1	+ 1.5	− 0.3
MIGRATION	1st 6 mths	591.77	—	−16.5
Destined to the labour force	1st 6 mths	319.17	—	−18.5
RIKES AND LOCKOUTS				
Strikes and lockouts	August	116	+ 7.4	+ 1.8
No. of workers involved	August	28,932	−27.8	−59.2
Duration in man days	August	399,870	+11.1	−35.5
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	June	136.80	+ 1.3	+ 7.6
Average hourly earnings (mfg.)†	June	3.31	+ 0.9	+ 1.0
Average weekly hours paid†	June	39.6	+ 0.3	− 1.0
Average weekly wages (mfg.)†	June	131.08	+ 1.2	+ 8.6
Consumer price index (1961 = 100)	July	134.1	+ 0.8	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	June	131.3	+ 0.9	+ 5.7
Total labour income (millions of dollars)†	June	4,378.5	+ 1.9	+ 8.6
DUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	July	175.6	− 0.1	+ 2.1
Manufacturing	July	171.8	− 0.1	+ 1.4
Durables	July	193.5	—	+ 0.6
Non-durables	July	154.7	− 0.3	+ 2.2
W RESIDENTIAL CONSTRUCTION**				
Starts	July	17,731	− 2.8	+27.8
Completions	July	12,163	+12.4	+19.2
Under construction	July	136,618	+ 4.2	+34.2

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, n addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

There will be no B or C tables this month. Information for these tables was not available at press time. They will reappear in fu issues as the information becomes available from the source.

A—Labour Force

Table A-1—Regional Distribution, Week Ended August 21, 1971

	Canada	Atlantic	Québec	Ontario	Prairies
			(in thousands)		
THE LABOUR FORCE	8,972	718	2,493	3,345	1,478
Men	6,097	502	1,707	2,234	1,015
Women	2,875	216	786	1,111	463
14-19 years	1,194	110	312	421	229
20-24 years	1,449	151	439	486	237
25-44 years	3,650	246	1,051	1,407	542
45-64 years	2,495	197	648	957	432
65 years and over	184	14	42	75	38
EMPLOYED	8,517	671	2,327	3,205	1,427
Men	5,780	464	1,588	2,139	981
Women	2,737	207	739	1,066	446
Agriculture	622	26	126	169	271
Non-agriculture	7,895	645	2,201	3,037	1,156
Paid Workers	7,390	599	2,039	2,871	1,099
Men	4,884	405	1,373	1,875	705
Women	2,506	194	666	996	394
UNEMPLOYED	455	47	166	140	51
Men	317	38	119	95	34
Women	138	*	47	45	17
PERSONS NOT IN LABOUR FORCE	6,464	690	1,878	2,247	985
Men	1,548	195	445	525	224
Women	4,916	495	1,433	1,722	761

* Less than 10,000. Source: Labour Force Survey, DBS.

able A-2—Age, Sex and Marital Status, Week Ended August 21, 1971

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
OPULATION 14 YEARS OF AGE AND OVER*	15,436	2,556	4,312	1,290	4,450	1,212	1,615
ABOUR FORCE	8,972	1,194	4,129	1,124	1,498	843	184
Employed	8,517	1,062	4,001	1,019	1,458	799	178
Unemployed	455	132	128	104	40	44	**
OT IN LABOUR FORCE	6,464	1,362	184	166	2,952	369	1,430
ARTICIPATION RATE†							
1971—August 21	58.1	46.7	95.8	87.1	33.7	69.6	11.4
July 24	58.9	49.3	95.7	88.3	34.2	69.8	11.7
NEMPLOYMENT RATE‡							
1971—August 21	5.1	11.1	3.1	9.3	2.7	5.2	**
July 24	5.7	14.6	3.3	9.3	2.5	4.6	**

Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
The labour force as a percentage of the population of 14 years of age and over.
The unemployed as a percentage of the labour force.
Less then 10,000 unemployed.
urce: Labour Force Survey, DBS.

able A-3—Unemployed, Week Ended August 21, 1971

	August 1971	July 1971	August 1970
	(in thousands)		
OTAL UNEMPLOYED	455	514	448
On temporary layoff up to 30 days	18	27	22
Without work and seeking work	437	487	426
Seeking:			
Full-time work	413	453	397
Part-time work	24	34	29
Under 1 month	84	112	97
1-3 months	183	183	184
4-6 months	65	72	65
More than 6 months	106	120	79

urce: Labour Force Survey, DBS.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in co with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemploy Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Stati Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the natu the data see Technical Notes, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—May	5,767,000	5,270,700	496,300
April	5,916,000	5,097,000	819,000
March	5,853,000	4,996,500	856,500
February	5,840,000	4,952,300	887,700
January	5,804,000	4,959,900	844,100
1970—December	5,717,000	5,045,200	671,800
November	5,626,000	5,145,500	480,500
October	5,584,000	5,185,300	398,700
September	5,609,000	5,217,900	391,100
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400

Table E-4—Benefit Payments, by Province, June 1971

Province	Weeks Paid	Amou B
Newfoundland	31,593	1,08
Prince Edward Island	4,074	11
Nova Scotia	50,788	1,69
New Brunswick	39,091	1,27
Québec	419,517	15,06
Ontario	519,652	18,43
Manitoba	70,762	2,46
Saskatchewan	35,719	1,18
Alberta	84,721	3,01
British Columbia	139,961	4,88
Total, Canada, June 1971	1,395,878	49,19
Total, Canada, May 1971	2,198,833	77,54
Total, Canada, June 1970	1,144,371	40,50

*Supplementary unemployment insurance benefits not included.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	June 1971			June 1970		
	Total*	Initial	Renewal	Total	Initial	Ren
Canada	141,843	109,359	32,484	138,205	100,504	37
Newfoundland	2,742	2,203	539	2,428	1,979	
Prince Edward Island	544	465	79	405	296	
Nova Scotia	4,641	3,683	958	3,250	2,528	
New Brunswick	3,515	2,968	547	3,049	2,351	
Québec	44,023	34,133	9,890	38,264	29,295	8
Ontario	54,370	40,579	13,791	52,887	35,489	17
Manitoba	4,440	3,469	971	3,479	2,761	
Saskatchewan	2,593	2,149	444	2,446	1,921	
Alberta	7,464	5,739	1,725	6,914	5,335	1
British Columbia	17,511	13,971	3,540	25,083	18,549	6

*In addition, revised claims received numbered 43,649.

ble E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1971

ovince and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants June 30, 1970
anada	419,942	124,139	111,200	114,097	70,506	441,891
Male	247,302	78,525	67,008	64,225	37,544	289,643
Female	172,640	45,614	44,192	49,872	32,962	152,248
EWFOUNDLAND	10,970	2,733	2,807	3,083	2,347	9,687
Male	8,413	2,114	2,237	2,312	1,750	7,603
Female	2,557	619	570	771	597	2,084
RINCE EDWARD ISLAND	1,356	380	304	400	272	1,039
Male	771	221	191	218	141	632
Female	585	159	113	182	131	407
OVA SCOTIA	16,718	4,501	3,771	4,545	3,901	12,324
Male	11,795	3,334	2,658	3,089	2,714	8,234
Female	4,923	1,167	1,113	1,456	1,187	4,090
EW BRUNSWICK	12,819	2,861	3,028	3,639	3,291	11,205
Male	8,435	1,894	2,057	2,391	2,093	7,608
Female	4,384	967	971	1,248	1,198	3,597
UÉBEC	128,092	36,841	35,739	35,381	20,131	138,334
Male	79,343	23,542	22,529	22,089	11,183	94,259
Female	48,749	13,299	13,210	13,292	8,948	44,075
NTARIO	149,102	46,496	39,746	38,757	24,103	159,132
Male	79,546	27,454	21,564	19,344	11,184	93,286
Female	69,556	19,042	18,182	19,413	12,919	65,846
ANITOBA	16,806	4,037	4,210	5,741	2,818	12,295
Male	9,514	2,384	2,473	3,247	1,410	7,040
Female	7,292	1,653	1,737	2,494	1,408	5,255
SKATCHEWAN	9,551	2,313	2,535	2,980	1,723	7,847
Male	5,428	1,449	1,570	1,545	864	4,991
Female	4,123	864	965	1,435	859	2,856
BERTA	24,271	7,229	6,892	6,497	3,653	19,386
Male	14,469	4,717	4,387	3,524	1,841	12,565
Female	9,802	2,512	2,505	2,973	1,812	6,821
ITISH COLUMBIA	50,257	16,748	12,168	13,074	8,267	70,642
Male	29,588	11,416	7,342	6,466	4,364	53,425
Female	20,669	5,332	4,826	6,608	3,903	17,217

he bulk of the cases in this group were on claim from 27-39 weeks.
te: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tob Alc
				(1961 = 100)				
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	1
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	1
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	1
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	1
1970—Year	129.7	130.0	130.9	126.8	124.8	139.5	131.2	1
1970—July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	1
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	1
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0	1
October	130.3	128.5	132.8	128.2	125.2	141.2	133.1	1
November	130.3	127.5	133.3	128.4	125.8	140.8	133.7	1
December	129.8	125.6	133.4	127.9	126.1	140.7	133.6	1
1971—January	130.3	126.5	134.1	127.0	126.4	140.7	134.2	1
February	130.9	127.5	134.5	125.9	128.3	140.7	134.8	1
March	131.3	128.2	134.8	126.8	128.8	141.0	135.0	1
April	132.7	129.1	136.0	127.9	129.4	141.4	128.6	1
May	132.7	130.1	136.1	128.3	129.9	142.0	135.3	1
June	133.0	130.4	136.3	128.6	130.1	142.2	135.4	1
July	134.1	133.3	137.1	129.1	130.1	142.2	135.5	1
				(1949 = 100)				
June	171.8							
July	173.3							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—July, 1971

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Toba A
	July 71	June 71	July 70							
					(1961 = 100)					
St. John's, Nfld	124.1	123.7	122.3	121.1	119.4	133.6	121.2	137.0	114.1	1
Halifax	127.6	126.8	125.2	130.7	122.1	128.1	122.2	146.3	138.7	1
Saint John	126.1	125.5	123.8	130.7	117.7	131.6	126.4	136.6	133.8	1
Montreal	127.2	126.5	125.3	130.5	119.2	126.2	129.0	132.8	140.9	1
Ottawa	131.8	130.9	128.5	134.8	125.3	130.0	132.4	144.3	138.6	1
Toronto	130.2	129.5	127.8	130.5	123.8	131.9	137.3	142.0	131.0	1
Winnipeg	128.9	128.7	127.3	129.3	117.9	138.1	133.5	152.6	136.5	1
Saskatoon-Regina	123.7	123.2	122.4	130.3	114.8	131.0	120.7	128.8	130.3	1
Edmonton-Calgary	128.2	127.6	125.5	133.2	120.6	128.8	125.1	147.7	137.3	1
Vancouver	127.3	126.8	123.6	133.3	120.1	130.5	127.8	138.0	125.8	1

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of price between cities.

—Strikes and Lockouts

atistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of bour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in s section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. orkers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

ble G-1—Strikes and Lockouts, 1966-1971

onth or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
966	582	617	411,459	5,178,170	0.34
967	498	522	252,018	3,974,760	0.25
968	559	582	223,562	5,082,730	0.32
969	566	595	306,799	7,751,880	0.46
970	501	540	261,187	6,539,560	0.39
970—August	46	118	70,738	620,060	0.42
September	39	88	45,539	619,430	0.44
October	34	84	60,862	758,820	0.53
November	33	75	38,948	705,620	0.49
December	8	48	34,359	427,150	0.29
971—January	24	45	30,162	212,900	0.16
February	39	68	26,976	177,850	0.13
March	36	74	46,244	230,040	0.15
April	55	94	24,443	159,600	0.12
May	36	87	12,965	115,910	0.08
June	77	126	44,120	292,040	0.19
971—July	39	108	40,055	360,080	0.24
August	51	116	28,932	399,870	0.25

evised. *Preliminary.

ble G-2—Strikes and Lockouts, by Industry, ugust 1971, (Preliminary)

dustry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
restry	—	1	30	660
nes	3	5	1,516	20,130
anufacturing	19	54	10,792	157,610
nstruction	15	25	14,271	198,200
ansportation and utilities	5	8	282	2,760
ade	6	14	1,210	15,850
nance	—	—	—	—
rvice	1	6	195	2,390
blic administration	2	3	636	2,270
ALL INDUSTRIES	51	116	28,932	399,870

Table G-3—Strikes and Lockouts, by Jurisdiction, August 1971, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	6	1,821	31,770
Prince Edward Island	1	1	101	1,720
Nova Scotia	3	4	1,216	24,420
New Brunswick	5	5	1,002	3,080
Québec	8	20	2,119	28,750
Ontario	26	54	14,659	226,420
Manitoba	1	4	5,218	53,580
Saskatchewan	1	1	32	210
Alberta	2	3	1,228	11,960
British Columbia	2	16	1,201	16,580
Federal	1	2	335	1,380
ALL JURISDICTIONS	51	116	28,932	399,870

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgist, Miners and Chemical Workers Federation (CNTU)	300	6,600	28,500	Apr. 18 —	Wages—
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 974 (AFL-CIO/CLC)	566	12,450	28,870	June 21 —	Failure to reach a new wo agreement—
Heath Steel Mines Ltd., Newcastle, N.B.	Steelworkers Loc. 5319 (AFL-CIO/CLC)	225	230	230	Aug. 9 Aug. 10	Dismissal of one worker—R of workers upon reinstateme employee.
Utah Mines Ltd., Port Hardy, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC)	125	250	250	Aug. 15 Aug. 18	Alleged dispute over job c tions—Return of workers p ing discussions.
*Eldorado Nuclear Ltd., Uranium City, Sask.	Steelworkers Loc. 913 (AFL-CIO/CLC)	300	600	600	Aug. 30 —	Wages—
Manufacturing						
FOOD AND BEVERAGES						
Burgeo Fish Industries Ltd. Burgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	3,520	9,920	June 4 —	Union recognition—
Gerber Products Ltd., Niagara Falls, Ont.	District 50 (A. & T.W.) (Ind.)	130	1,560	5,460	June 18 Aug. 19	Union members rejected p age contract—Wage increas 10% retroactive to Dec. 1970 the second year; improved b fits.
Checkerboard Farms Ltd., Aurora, Ont.	Food Workers Loc. P-1162 (AFL-CIO/CLC)	160	3,360	4,960	July 19 —	Guaranteed 40-hour work we
Labatt Breweries of B.C. & Molson Brewery B.C. Ltd., New Westminster and Vancouver, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	245	740	2,920	July 19 Aug. 5	Wages, length of contract, v tions—Wage increase of over 2 years, fringe benefits.

ıble G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Cont.)

dustry ıployer ıcation	Union	Workers Involved	Duration in Man-Days August	 Accu-mulated	Starting Date Termination Date	Major Issues Result
B.C. Packers Fish Plant, Harbour Breton, Nfld.	Food Workers (AFL-CIO/CLC)	200	4,400	5,600	July 23 —	In sympathy with striking Burgeo workers—
Salada Foods Ltd., Alliston, Ont.	Bakery Workers Loc. 264 (AFL-CIO/CLC)	140	980	980	Aug. 22 —	Wages, fringe benefits—
Canada and Dominion Sugar Co. Ltd. (Redpath Sugar Refinery), Toronto, Ont.	Chemical Workers Loc. 688 (CLC)	200	600	600	Aug. 27 —	Wages—
EXTILES						
Texpack Ltd., Brantford, Ont.	Textile & Chemical Union Loc. 520 (Ind.)	135	2,840	4,330	July 16 —	Wages, welfare, management rights—
LOTHING						
Watson Mfg. Co. Ltd., Brantford, Ont.	Textile Workers' Union Loc. 1967 (AFL-CIO/CLC)	300	1,800	1,800	Aug. 24 —	Not reported—
URNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Stellworkers Loc. 3292 (AFL-CIO/CLC)	276	2,760	12,150	June 14 Aug. 17	Wages, fringe benefits—Wage increases, other improvements.
APER						
Churchill Forest Industries, The Pas, Manitoba.	Pulp and Paper Mill Workers Loc. 203 (AFL-CIO/CLC)	220	4,620	13,640	June 3 —	Protesting the demotion of a machinist—
Kimberly-Clark of Canada, St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	200	4,200	8,000	July 6 —	Wages, hours—
Domtar Building Materials Ltd., Donnacona, Qué.	Pulp and Paper Workers Federation (CNTU)	185	370	370	Aug. 30 —	Wages, hours of work, working conditions, fringe benefits—
RINTING & PUBLISHING						
La Presse, Montréal, Qué.	Various Unions (AFL-CIO/CLC)	361	7,940	11,360	July 19 —	Difficulties in contract negotiations—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Co

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
PRIMARY METALS						
Reynolds Extrusion, Ste-Thérèse, Qué.	Steelworkers (AFL-CIO/CLC)	110	2,420	10,230	Apr. 21 —	Not reported—
Auto Specialties, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	194	4,070	7,950	July 5 —	Wages—
METAL FABRICATING						
The Stanley Works Can. Ltd., Roxton Pond, Que.	Machinists Loc. 909 (AFL-CIO/CLC)	125	130	130	Aug. 23 Aug. 24	Wages, hours—Return of workers.
MACHINERY						
Chrysler Airtemp. Canada, Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	150	1,200	10,350	May 4 Aug. 13	Wages—Wage increases of 7 hour over 3 yrs; other impr benefits.
TRANSPORTATION EQUIPMENT						
Hawker Siddeley Canada Ltd., Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,100	24,200	62,700	June 11 —	Wages—
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	200	3,000	4,200	July 23 Aug. 23	Failure to reach agreement contract renewal—Wage creases ranging between 32 41¢ an hr. in the first year re active June 3, 1971, 25¢ to the second year; other impro benefits.
Ford Motor Co. of Canada Ltd., St. Thomas, Ont.	Auto Workers Loc. 1520 (CLC)	1,575	1,580	1,580	Aug. 13 Aug. 14	Suspension of one work Return of workers.
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Locs. 2868 & 4592 (AFL-CIO/CLC)	400	4,950	4,950	Aug. 13 —	Wages—
ELECTRICAL PRODUCTS						
Pioneer Electric Ontario Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,310	2,310	Aug. 3 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	900	—	38,830	May 29 Aug. 2	Wages, fringe benefits—W increases of 58¢ an hour i 2-yr. contract.
Dominion Glass Co. Ltd., Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	855	17,960	43,700	June 17 —	Wages—

able G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Cont.)

ıdustry mployer ɔcation	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Dominion Glass Co. Ltd., Bramalea, Ont.	Glass and Ceramic Workers Loc. 260 (AFL-CIO/CLC)	497	10,440	25,350	June 18 —	Failure to sign first contract—
Canadian Johns-Manville Co. Ltd., Toronto, Ont.	Chemical Workers Loc. 346 (CLC)	450	9,450	20,250	June 28 —	Wages and complaint over unhealthy working conditions—
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	891	18,710	23,170	July 24 —	In sympathy with other company plants that are striking for a master agreement—
HEMICAL PRODUCTS						
Uniroyal Chemical Division of Uniroyal Ltd., Elmira, Ont.	District 50 (A. & T.W.) Loc. 13691 (Ind.)	175	2,280	6,490	June 28 Aug. 20	Wages, welfare benefits, pensions —Wage increases, other improvements.
onstruction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,400	19,800	Apr. 13 —	Not reported—
Construction Labour Relations Association of B.C., Vancouver, B.C.	Lathers Loc. 207 (AFL-CIO/CLC)	150	3,300	12,750	May 3 —	Jurisdictional dispute between the Lathers and Carpenters—
Kingston Construction Association, Kingston, Ont.	Plumbers Loc. 221 (AFL-CIO/CLC)	200	800	8,200	June 9 Aug. 9	Wages and benefits—Wage increase of $2.36 an hour over 2 yrs. improved fringe benefits.
Winnipeg Builders' Exchange, Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	498	10,460	21,670	June 29 —	Wages and union representation—
Ontario Erectors' Association, Province-wide, Ont.	Structural Iron Workers Various locals (AFL-CIO/CLC)	4,000	84,000	107,730	July 14 —	Wages and fringe benefits—
Alberta Construction Labour Relations Association, Province-wide, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	453	9,510	14,950	July 15 —	Wages, other benefits—
Mechanical Contractors of Sudbury Construction Assn., Sudbury, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	250	5,250	6,500	July 26 —	Failure to reach agreement on renewed contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Co

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Twenty-Six Electrical Contractors, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	500	10,500	13,000	July 26 —	Failure to reach agreemer contract—
Mannix Construction, 100 Mile House, B.C.	Labourers Loc. 602 (AFL-CIO/CLC)	132	530	660	July 31 Agu. 5	Subsistence allowance—Ac modation to be provided.
Lundrigan's Ltd., Come-by-Chance, Nfld.	Labourers (AFL-CIO/CLC)	395	400	400	Aug. 3 Aug. 4	In support of twelve dism employees—Return of work
Three Construction Assns. and two Crane Rentals firms, Toronto, Ottawa, Hamilton and Sault Ste. Marie, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	729	13,050	13,050	Aug. 3 —	Wages—
Electrical Construction Association, Charlottetown, P.E.I.	I.B.E.W. Loc. 1432-2 (AFL-CIO/CLC)	101	1,720	1,720	Aug. 9 —	Failure to reach new contract
Various Glazer Contractors, Montreal and Québec, Qué.	Painters, Various Locals (AFL-CIO/CLC)	500	8,500	8,500	Aug. 9 —	In protest of alleged employ fractions of labour legislati
The Roofing Contractors of the Toronto Builders' Exchange, Various locations, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	450	6,300	6,300	Aug. 12 —	Wages—
Hamilton & District Sheet Metal Contractors' Assoc., Hamilton, Ont.	Sheet Metal Workers Loc. 537 (AFL-CIO/CLC)	450	5,850	5,850	Aug. 13 —	Wages, vacation pay—
Canadian National Exhibition Toronto, Ont.	Carpenters Loc. 27 (AFL-CIO/CLC)	100	100	100	Aug. 13 Aug. 14	Protesting the hiring of union labour—Return of workers.
Winnipeg Builders' Exchange, Winnipeg area, Man.	Seven construction Unions (AFL-CIO/CLC)	4,000	28,000	28,000	Aug. 23 —	Wages—
Electrical Contractors Association of New Brunswick, Province-wide, N.B.	I.B.E.W. Various Locals (AFL-CIO/CLC)	600	2,400	2,400	Aug. 26 —	Wages, fringe benefits—
Hamilton Construction Association, Hamilton, Ont.	Bricklayers Loc. 20 (AFL-CIO/CLC)	350	700	700	Aug. 30 —	Wages, hours, welfare plan—

able G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary)

dustry mployer ocation	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
rade						
Canada Safeway Ltd., South Burnaby, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	300	6,600	18,800	June 4 —	Wages—
Steinberg's Ltd., Chicoutimi, Jonquière, Alma and Arvida, Qué.	Alma Commerce Employees (CNTU)	224	1,380	4,050	July 2 Aug. 10	Wages—$35 per wk. increase spread over 24 months for regular employees; 47¢ an hr. increase spread over 24 months for part time employees.
Dominion Stores Ltd., Montreal, Qué.	Office Employees Loc. 57 (AFL-CIO/CLC)	150	1,800	1,800	Aug. 16 —	Wages—
MacDonalds Consolidated Ltd., Edmonton, Alta.	Retail Clerks Loc. 401 (AFL-CIO/CLC)	200	400	400	Aug. 26 Aug. 28	Wages—Wage increases of 35¢ an hr. retroactive to June 1, 1971, 25¢ an hr. May 29, 1972.
ublic Administration						
ROVINCIAL ADMINISTRATION						
The Government of Alberta, Various locations, Alta.	Alberta Government Employees (Ind.)	575	2,050	2,050	Aug. 27 —	Wages, collective bargaining rights—

ederal jurisdiction.

Table H—Employment Fatalities in Canada During the Second Quarter of 1971

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Not Specified	Total
By Industry* and Age Group													
14-19	—	—	—	1	—	1	2	—	—	—	—	—	4
20-24	—	2	1	—	1	—	—	1	—	—	1	—	6
25-34	—	—	—	3	6	3	3	2	—	4	—	—	21
35-44	—	5	—	5	7	8	9	2	—	3	2	—	41
45-54	—	—	1	3	3	10	9	2	—	1	—	—	29
55-64	—	1	2	2	3	5	4	1	—	4	2	—	24
65 and over	—	3	—	2	5	1	2	1	—	1	1	—	16
Not specified	—	—	—	—	1	—	—	1	—	—	—	—	2
Total	—	11	4	16	26	28	29	10	—	13	6		143**
By Industry and Occupation†													
Farmers (a)	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b)	—	6	—	—	1	—	—	—	—	—	—	—	7
Fishermen (c)	—	—	3	—	—	—	—	—	—	—	—	—	3
Miners (d)	—	—	—	12	—	—	—	—	—	—	—	—	12
Craftsmen (e)	—	4	—	1	12	17	5	2	—	2	—	—	43
Labourers (f)	—	1	—	2	10	5	3	3	—	2	—	—	26
Transport (g)	—	—	—	—	2	—	20	3	—	2	2	—	29
Managerial	—	—	—	1	1	6	—	1	—	2	—	—	11
Professional (h)	—	—	—	—	—	—	—	—	—	2	3	—	5
Clerical	—	—	—	—	—	—	—	1	—	—	—	—	1
Sales	—	—	—	—	—	—	—	—	—	—	—	—	—
Service (i)	—	—	1	—	—	—	1	—	—	3	1	—	6
Not given	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	—	11	4	16	26	28	29	10	—	13	6	—	143**
By Industry and Type of Accident‡													
Struck by objects (j)	—	6	—	6	4	5	7	1	—	—	—	—	29
Falls and slips (k)	—	2	4	1	6	7	5	1	—	3	—	—	29
Collisions, derailments (l)	—	3	—	1	2	7	12	5	—	4	4	—	38
Caught in, on, between (m)	—	—	—	—	7	1	—	—	—	—	—	—	8
Inhalations (n)	—	—	—	3	2	1	—	—	—	1	—	—	7
Conflagrations (o)	—	—	—	5	2	1	1	3	—	1	—	—	13
Electric current (p)	—	—	—	—	2	5	2	—	—	2	1	—	12
Over-exertion (q)	—	—	—	—	1	—	—	—	—	1	1	—	3
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	—	1	2	—	—	1	—	—	4
Total	—	11	4	16	26	28	29	10	—	13	6	—	143**
Per cent of Total	0.0	7.7	2.8	11.2	18.2	19.6	20.3	7.0	0.0	9.1	4.2	0.0	100.0

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insu and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled wo (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorp ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objec Violence, bites, stings, etc.

* * Of these totals, 127 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 16 were obt from other sources.

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The Labour Gazette

Official Journal Canada Department of Labour

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL published monthly by the Canada Department of Labour, Public Relations and Information Services Branch, R. Brian O'Regan, Director, are indexed in the Canadian Periodical Ind and the Index to Canadian Legal Periodical Literature.
CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, The Labour Gazette.
SUBSCRIPTIONS—Canada: $3 a year, single copies 50 cent all other countries: $5 a year, single copies 50 cents.
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